

North Staffordshire Community Rail Partnership

Equality, Diversity and Inclusion statement

The North Staffs Community Rail Partnership (NSCRP) is committed to promoting a culture of inclusivity and equality in which human diversity is celebrated.

- We will strive to work to eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.
- We will remain vigilant in taking steps to ensure inclusion and engagement for all volunteers and people who work for and with us.
- We recognise the benefits and opportunities of having a diverse community of volunteers who value and respect one another.

These commitments apply in our dealings with all volunteers, staff, Management Group members and those with whom we work in partnership; and include promoting equality and diversity for all irrespective of:

- age *
- disability *
- ethnicity (including race, colour & nationality) *
- gender *
- gender reassignment *
- religion or belief *
- sexual orientation *
- marriage and civil partnership *
- pregnancy and maternity *
- refugees and asylum seekers,
- people with diverse communication needs
- ex-offenders.

-*Under the Equality Act (2010) these are known as “protected characteristics”.

In adopting these principles:

1) We seek to establish values of:

Fairness: we will work in a way which promotes equality and diversity and which does not discriminate against any of our staff, volunteers or rail passengers

Respect: we will work in partnership with others to encourage a culture where everyone receives respect and can voice their diverse needs, knowing that they will be heard.

Honesty: we will work to ensure that our practices are transparent and open to scrutiny.

Providing opportunity: we will work towards a culture where staff and volunteers have the opportunity to reach their full potential.

Expertise and excellence: we will work to high standards to ensure that the diverse needs of staff and volunteers are recognised and met.

2) We seek to follow the Women in Community Rail (WiCR) Code of Conduct to challenge negative behaviour in and out of the workplace by:

- Promoting positive relationships to deliver positive outcomes and discussions
- Championing diversity and inclusion, aiming to ensure that community rail is welcoming, engaging and respectful for everyone
- Valuing others by listening and not making assumptions
- Challenging bullying, harassment, intimidation and report all negative behaviour
- Never acting in a manner that could bring community rail into disrepute