

WTS London Draft Equality and Diversity Policy Statement and Guidelines

Definitions:

WTS London: The London Chapter of the Women's Transportation Seminar, incorporated as WTS London.

Members: All paying members of WTS London, including sponsors and their representatives, in addition to any guest or invitee of members, sponsors or WTS London.

Policy Statement:

WTS London was established to address the chronic under-representation of women in the transport industry. The equality and diversity agenda therefore, is entrenched in the thinking of all WTS London's policies and activities. By adopting and implementing an Equality and Diversity Policy we accept that we have a responsibility to address and tackle the imbalances caused by the under-representation of women and indeed other equality groups within the transport industry.

WTS London believes that diversity is integral to the success of any organisation. By implementing this policy, we will ensure WTS London is representative of London's diverse community, and so enable us to achieve our goals.

Policy Aims:

WTS aims to ensure that its members are treated equally, without unlawful discrimination in relation to age, disability, nationality, ethnicity, gender, race, religious or cultural belief, sexual orientation or transgendered status.

WTS London will ensure this is achieved by:

- implementing an open joining policy;
- not tolerating discriminatory behaviour of any kind by any member or WTS London representative;
- promoting best practice within the equality arena;
- acting as a voice for members by consulting with the transport industry on the implementation of equality and diversity policies; and
- providing a network of support for anyone who has experienced discrimination within the workforce.

Policy Guidelines:

Open Joining Policy:

When accepting membership applications, WTS London will not discriminate on the basis of age, disability, nationality, ethnicity, gender, race, religious or cultural belief, sexual orientation or transgendered status.

WTS London will encourage women and men at all levels of employment within the transport industry to become members. By ensuring that membership fees are

equitable, women and men on lower salaries will be able to reap the benefits of membership, as will students, who will be offered a reduced membership fee.

Zero tolerance on discrimination:

WTS London will ensure that its members are protected from discrimination of any kind by other members or representatives of WTS London. Should WTS London learn that a member has behaved in a discriminating manner, WTS London will seek to counsel the member and provide them with a warning. Subsequent episodes will result in that member having their membership benefits revoked, in line with WTS London's powers under section 3.3 of its Articles of Association. It is hoped that since WTS London is attended and represented by those who share in its principles, such behaviour will not be witnessed.

WTS London looks to its sponsors to support and fund its activities and development opportunities. WTS London will, however, refrain from acquiring sponsorship from organisations or companies that do not endorse an equal and diverse workforce of their own. WTS London sponsors will need to evidence that their policies on equality and/or diversity are in keeping with WTS London's own principles.

Promoting best practice:

WTS London is a relatively small organisation without its own employees. Therefore a policy on employment diversity is not appropriate. However, WTS London will seek to promote other companies and organisations who have exceptional policies and strategies in place to tackle diversity in the workforce and where possible, promote best practice on its website, in its newsletters and in other publications.

It is the aim of WTS London to use its influence within the transport industry to encourage transport companies and organisations to embrace diversity and actively encourage it. Through its events programme, WTS London will ensure that its members are made aware of effective diversity initiatives within the industry to foster a positive attitude and provide inspiration.

Providing advice to the industry:

In addition to promoting best practice, WTS London will seek to advise its sponsors and other industry organisations on current thinking and Equality and Diversity initiatives. By hosting sponsors' evenings on a quarterly basis, WTS London has the ability to provide information and advice to a number of organisations within the industry and respond to concerns raised by their representatives.

WTS London will seek to be part of consultation and engagement opportunities for Equality and Diversity policies (or similar) within the industry. Already WTS London has responded to the Olympic Delivery Authority's Equality and Diversity Strategy, and was supportive of Transport for London's Gender Equality Scheme. Other opportunities to provide advice or comments will be sought on a continuing basis.

By providing a voice for its members, WTS London hopes that its influence will encourage the industry to embrace equality and diversity within the workforce and work towards achieving real results.

Providing a support network to members:

WTS London will ensure that its members are appropriately supported should they be discriminated against. A network of support will be sought amongst fellow employees and members and where possible, WTS London will provide advice or a source for further information.

To ensure that all members are able to reach their full potential within the work environment, ongoing training and development opportunities will be offered to members in addition to what is offered by their employer. Such opportunities ensure that members have a wider network of colleagues and greater opportunity for career development.

The opportunity to network and undertake training means members will have the skills to communicate and work with others more effectively, encouraging more inclusive work environments.

DRAFT