

Strategic equality plan, 2020-24

Final report



TRAFNIDIAETH CYMRU
TRANSPORT FOR WALES



Foreword from Marie Daly

I am delighted to be able to share the review of the TfW Strategic Equality Plan for 2020-2024 and the great work that has been delivered by our teams across TfW. There is still lots more to do, and we will be sharing our plans with you for the next four years over the coming months. I feel passionately that the purpose of our organisation supports our intention to be an employer and operator that creates fully inclusive environments for all our colleagues and customers. We need a clear plan that mobilises the organisation behind the

objectives of what we need to achieve to move the dial on greater representation of all groups in our organisation.

In this period TfW has had significant changes to our operating model with TfW Rail network coming under public ownership in 2021. Our new operating model has been created to support our business strategy to become a truly integrated multi model business. Becoming one TfW is an opportunity to improve equality, diversity, and inclusion further and allow us to work even closer and smarter than before. This has been supported by creating objectives for EDI against our vision and values and an EDI Working Group to review and monitor these objectives.

We've seen progress with our gender pay gaps over the duration of the Strategic Equality Plan. The median pay gap for Transport for Wales Rail and Transport for Wales Group stands at 16.2% and 14.1%, respectively. Women are now better represented in higher paid positions. Both organisations have increased the proportion of women working for them. There is now greater representation of women among senior leaders and train drivers and there has been an increase in women gaining promotion at Transport for Wales Rail.

While we have seen positive progress like this there is much for us to do across all underrepresented groups. We are committed to implementing our Anti-Racist Action Plan and working with our local communities to listen, learn and act so that in four years' time we are a more diverse and inclusive organisation.

This document can also be made available in alternative formats such as hard copy, Braille, large print etc. Please contact edi@tfw.wales with your requests

Introduction

In 2010, The Equality Act replaced previous anti-discrimination law, consolidating it into a single act. The public sector equality duty came into force in Wales in April 2011, replacing the previous equality duties for race, disability, and gender. This public sector equality duty is underpinned by specific duties.

This final report of the 2020-2024 Transport for Wales Strategic Equality Plan includes:

- the steps taken to identify and collect relevant information
- how Transport for Wales has used this information
- the reasons for not collecting any relevant information
- the progress Transport for Wales has made to fulfil each of its equality objectives

This report provides an account of how Transport for Wales has worked towards its objectives and actions as set out within our Strategic Equality Plan 2020-2024.

Transport for Wales Overview

Transport for Wales (TfW) was set up by the Welsh Government to change the way Wales travels. We're here to make sustainable travel a natural choice and to help combat the climate emergency. We want people to trust and believe in us and commit to changing their behaviour, travelling more sustainably, and doing their bit for all our futures. The multimodal, integrated transport network we're building will enable people to do this.

At Transport for Wales, we value diversity. It makes us stronger, helps us understand our customers better, make better decisions and be more innovative.

Everyone's different and has their own perspective so our current Strategic Equality Plan has supported us with our ambition to build a diverse team that mirrors the communities we serve. We're determined to be one of Wales' leading inclusive employers and continue to create an inclusive transport network that everyone in Wales can be proud of.

Our 2020-2024 Strategic Equality Plan has taken us through a period of unprecedented change. When we started to write this plan in 2019, we were unaware of the challenges that would face us. The global coronavirus pandemic in 2020 changed the way we all worked, and we had to prioritise keeping our colleagues and our customers safe. We continued to run essential services for key workers at the height of an unprecedented public health emergency.

This period also marked huge transformation for us as a business. We started our work on the South Wales Metro and took ownership of the Core South Wales Valley Lines as part of our commitment to creating an integrated service that will impact several diverse communities. We started to manage the Welsh Government's Active Travel Fund, we introduced better bus services in North Wales and increased our sustainability work bringing us closer to net zero.

We've already made a big impact on people's lives and recognise there is more to do. It's a big responsibility, but we're taking on the challenge. We recognise that part of this challenge is ensuring that equality, diversity, and inclusion continue to be part of everything we do for our colleagues and our customers.

Creating our 2020-2024 Strategic Equality Plan

We were supported in creating our 2020-2024 Strategic Equality Plan by an external independent expert. We considered our vision and values and created objectives that were aligned to the future direction of the business. Our Equality, Diversity and Inclusion (EDI) Working Group was created to support the work against our objectives going forward.

Equality, Diversity and Inclusion Structures

Transport for Wales has an EDI Working Group that includes representatives from our different Employee Resource Groups covering Welsh Culture, LGBTQ+, Disability, Families and Caring, Religion and Belief, Race and Multiculturalism and Multi-Generational. This enables grass roots issues to inform our EDI work.

Our next Strategic Equality Plan will include a revision of our EDI structures to enable us to respond effectively to future EDI challenges and opportunities.

Gender Pay Gap and Equal Pay

Transport for Wales gender pay gaps have narrowed over the duration of the Strategic Equality Plan. The median pay gap for Transport for Wales Rail and Transport for Wales Group stands at 16.2% and 14.1% respectively. Women are now better represented in higher paid positions. Both organisations have increased the proportion of women working for them. There is now greater representation of women among senior leaders and train drivers and there has been an increase in women gaining promotion at Transport for Wales Rail.

Progress has been achieved by investing in the leadership training of women, working with trades unions to ensure that more women become train drivers and engineers and focusing on improving women's well-being through menopause workshops and better supporting carers.

The development of the Transport Diversity Working Group in 2020 demonstrated the commitment by Welsh Government Ministers and Transport for Wales, to focus on the gender imbalances within the Transport Sector. Much work was undertaken over the next two years and in November 2022 the Women in Transport Welsh Hub was subsequently born which is fundamental for the collaboration of many transport bodies, in Wales to share expertise and provide more opportunity for women and young girls to join the transport sector.

Becoming one Transport for Wales is an opportunity to improve gender equality still further. For the first time, this year we've combined our gender pay gap reporting figures. Our new operating model allows us to work even closer and smarter than before. Our next Equal Pay audit will be influenced by the progress we have made with gender pay and ensure we are meeting our legal obligations in the best possible way.

Welsh Language

We have recently completed work on our Welsh Language Strategy, 2024-2029. This strategy outlines what our priorities are and what outcomes will be achieved over the next five years. It will ensure we provide assurances on what progress is being made, through both case studies and performance indicators, throughout the journey.

We're aligned with the Welsh Government's Cymraeg 2050 vision. That means normalising the Welsh language and increasing its use. The key themes of this vision are being implemented throughout our activities. We're growing the number of Welsh speakers and increasing the use of Welsh. We're creating favourable, supportive conditions. This will positively impact our people, our customers, and our communities.

Our Welsh Language Strategy will form part of our next Strategic Equality Plan.

Identifying, collecting, and using relevant information

Steps taken to identify and collect relevant information

HR are responsible for the safe keeping and security of data collected at Transport for Wales. Data is collected via the HR system iTrent Employee Self Service.

Colleagues are encouraged to disclose information on a regular basis through existing communication channels and FAQs have been produced to answer questions around what to disclose, how to disclose it and what happens to the data once collected. This data has only been collected since 1 April 2023.

Colleagues can complete a data request form if they wish to work with data and this request must be authorised by a line manager.

Benchmark data

Benchmark data included in the report is taken from the 2021 Census (Wales). This data gives a sense of the population who are of working age against a range of protected characteristics including age, sex, ethnicity and religion and belief. The data for disability and sexual orientation is across the whole population and not restricted to working age. In time a comparison against a range of Train Operating Companies will also be beneficial to review the progress we are making. This is an aim for the Annual Monitoring Report from 2025 onwards.

Data Challenges

Consistency in data collection – We recognise that bringing two historic systems together has meant that there are inconsistencies in our data collection. As part of our next Strategic Equality Plan, we will create one set of demographic data collection questions that will be used across the whole of Transport for Wales which should positively impact disclosure and reporting.

Disclosure - We have a high non-disclosure rate which means our data isn't telling us a comprehensive story of our workforce. We are committed to making completing personal data a simpler process and ensuring colleagues in all parts of the organisation understand why and how they do this.

Recruitment data – As part of our next Strategic Equality Plan, we will commit to improving our collection of data at every stage of the recruitment process

(application, shortlisting, hired and withdrawn). This will enable us to understand where the bias is in our recruitment process and act to make changes.

Leavers data – We will ensure our data collection at exit is enabling us to evaluate the experience of colleagues when they leave the business either voluntarily or involuntarily. We will collect as much demographic data as this stage as possible so we can highlight an issues in teams across the organisation.

Data is one of our actions in our next Strategic Equality plan and we are committed to creating a dashboard of EDI data that will enable reporting to be more comprehensive in future. As we are collecting this data more systematically, future reports will enable us to offer more of a comparison on our data picture.

Reasons for not collecting any relevant information

Pregnancy and Maternity – this data is collected however numbers are small and can lead to disclosure of individuals. Work on an EDI dashboard will enable us to review the take up and experience of all types of parental leave. We are also looking at how we provide inclusive support for pregnancy, maternity, and other parental leave across all our colleagues in our next Strategic Equality Plan.

Marriage and Civil Partnership – through our work on creating an EDI dashboard we will look to see if there is value in collecting this data.

Gender Reassignment – particular care needs to be taken when monitoring for gender identity and it can be difficult to use and publish this data due to low numbers. Low numbers can lead to identification of individuals. We will continue to monitor data and there may be a point in the future where numbers increase to a stage where it is possible to publish without losing the confidentiality aspect of data collection. We continue to work with our LGBTQ+ Employee Resource Group to review our support for our Trans and Non-Binary colleagues.

Disability

The current Employee Self Service system asks several questions around health, medical and physical conditions. Simplifying these questions and being clear about who sees this data and what is done with the data may encourage others to disclose their status. Ensuring that line managers are implementing adjustments correctly and that support is targeted and accessible will encourage trust in disclosure.

The high percentage of non-disclosure means that there are unknowns in this data set which may bring us closer to the benchmarking data.

Transport for Wales population

	Disabled	No known disability	Prefer not to say	Not declared	Total
2024	1.5%	2.4%	0.8%	95.3%	100%

Benchmarking data comparison

	Disabled under the Equality Act	Not Disabled under the Equality Act	Total
Census 2021 data	21.6%	78.4%	100%

Recruitment data (2023-2024)

The number and % success rate indicates those who are successful from each group and not the total application pool.

	Applied	Hired (no. and % success rate)
No disability	9942	402 (88% of applications/4.4% success rate)
Not declared	421	36 (7.9% of applications/8.6% success rate)
Disabled	562	19 (4.2% of applications/3.4% success rate)
Total	10925	457

Ethnicity

Our ethnicity data reinforces our understanding that we are not representative of many of our ethnically diverse communities across Wales. We are committed to changing this through the commitments we are making through our Anti-Racist Action Plan and our next Strategic Equality Plan. We are establishing community partnership relationships that will help us to identify where and how we can do better.

The high percentage of non-disclosure means that there are unknowns in this data set. We will continue to work with our race and ethnicity network to listen and learn and act where we can.

Transport for Wales population

	Black, Asian and Minority Ethnic	White	Prefer not to say	Not declared	Total
2024	0.3%	6.4%	0.02%	93.3%	100%

Benchmarking data comparison

	Black, Asian and Minority Ethnic	White or no data	Total
Census 2021 data	5%	95%	100%

Recruitment data (2023-2024)

The number and % success rate indicates those who are successful from each group and not the total application pool.

	Applied	Hired (no. and % success rate)
Black, Asian, Minority Ethnic	1466	25 (5.5% of applications/1.7% success rate)
Not declared	104	21 (4.6 of applications/20.2% success rate)
White	9388	411 (90% of applications/4.4% success rate)
Total	10958	457

Sex

We are still a male dominated workforce but have made progress in changing that picture over the past four years. We have seen an increase in female drivers and engineers, roles that have been historically male and this in turn has impacted improvements in our gender pay gap. There is still much for us to do in this area especially when we consider the population of Wales. We are working with best practice across the transport sector and a priority for our next Strategic Equality Plan is our recruitment and retention of underrepresented groups.

Transport for Wales population

	Female	Male	Total
2024	25.11%	74.89%	100%

Benchmarking data comparisons

	Female	Male	Total
Census 2021 data	48%	52%	100%

Recruitment data (2023-2024)

The number and % success rate indicates those who are successful from each group and not the total application pool.

	Applied	Hired (no. and % success rate)
Female	1540	114 (25% of applications/7.4% success rate)
Male	2509	141 (31% of applications/5.6% success rate)
Not declared	7091	202 (44% of applications/2.8% success rate)
Total	11140	457

Age

Our data on age shows that we have a similar trajectory to the benchmarking data with a concentration of our workforce in the age brackets 35-44 and 45-54. There is opportunity for us to continue to look at how we recruit in younger age brackets and the opportunities we offer, especially around early talent management and apprenticeships. We also need to consider how we capture the expertise and experience of those in older age brackets, so we don't lose important knowledge as people move closer to retirement.

Transport for Wales population

	16-24	25-34	35-44	45-54	55-64	65-99	Total
2024	4.2%	19.4%	29%	23%	18.4%	2.2%	96.2%

Benchmarking data comparisons

	16-24	25-34	35-44	45-54	55-64	65 and over	Total
Census 2021 data	10%	21%	22%	23%	19%	5%	100%

Recruitment data (2023-2024)

The number and % success rate indicates those who are successful from each group and not the total application pool. Success rate not given for categories with <5 hires due to potentially disclosive data.

	Applied	Hired (no. and % success rate)
16-24	1389	57 (13% of applications/4.1% success rate)
25-34	2342	108 (24% of applications/4.6% success rate)
35-44	1571	75 (16% of applications/4.8% success rate)
45-54	828	39 (9% of applications/7.4% success rate)
55-64	441	20 (4% of applications/4.5% success rate)
65-99	33	<5
Not declared	4519	153 (34% of applications/3.5% success rate)
Total	11123	457

Sexual Orientation

The collective disclosure of sexual orientation is at 1.4%. This is below the national average. We are visible sponsors of high-profile LGBTQ+ events such as Pride Cymru and have an active LGBTQ+ network who work with us to promote communication such as pronoun use.

The high percentage of non-disclosure means that there are unknowns in this data set. We will continue to work with our LGBTQ+ network to listen and learn and act where we can.

Transport for Wales population

	Gay/Lesbian	Bisexual	Prefer not to say	Not declared	Other	Heterosexual	Total
2024	0.5%	0.4%	0.4%	93.6%	0.05%	5.1%	100%

Benchmarking data comparisons

	LGB+	Non-LGB+	Not declared	Total
Census 2021 data	3%	89.4%	7.6%	100%

Recruitment data (2023-2024)

The number and % success rate indicates those who are successful from each group and not the total application pool.

	Applied	Hired (no. and % success rate)
Gay/Lesbian	537	22 (5% of applications/4.1% success rate)
Bisexual	463	18 (4% of applications/3.9% success rate)
Heterosexual	9210	373 (82% of applications/4.0% success rate)
Other	129	5 (1% of applications/3.9% success rate)
Prefer not to say	534	39 (9% of applications/7.3% success rate)
Total	10873	457

Religion and Belief

We are currently inconsistent in our data collection of religion and belief. We need to change our data collection questions to include a broader range of faiths which will enable us to benchmark more effectively with the census and other sector organisations.

We are working with faith-based community groups to evaluate our facilities and to see where we can make improvements to our workplaces. The high percentage of non-disclosure means that there are unknowns in this data set. We will continue to work with our religion and belief network to listen and learn and act where we can.

Transport for Wales population

	Buddhist	Christian	Jewish	Muslim	Any other religion or belief	No religion	Prefer not to say/not declared	Total
2024	0.02%	2.1%	0.05%	0.05%	0.3%	3.5%	94%	100%

Benchmarking data comparisons

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	No religion	Prefer not to say/not declared	Total
Census 2021 data	0.4%	41%	0.5%	0.1%	1.2%	0.1%	0.6%	51%	5.4%	100%

Recruitment data (2023-2024)

The number and % success rate indicates those who are successful from each group and not the total application pool. Success rate not given for categories with <5 hires due to potentially disclosive data.

	Applied	Hired (no. and % success rate)
Buddhist	49	<5
Christian	2156	114 (25% of applications/5.3% success rate)
Jewish	10	<5
Muslim	269	<5
Hindu	205	1 (0.2% of applications/0.5% success rate)
Sikh	27	<5
Any other religion or belief	2925	192 (42% of applications/6.6% success rate)
Prefer not to say /Not declared	2524	145 (32% of applications/5.7% success rate)
Total	8165	457

Pregnancy and Maternity

Due to the makeup of our workforce, it is expected that paternity leave would have the biggest percentage take up of this type of leave. As our workforce continues to diversify, we would expect to see this data change.

There is a need to consider how we are supporting people to access this leave, feel supported whilst taking this leave and that the support continues when people return to work.

Raising awareness of the option of shared parental leave is also important as well as how we advertise roles in a flexible way and how we encourage flexible working. All these points will be part of our next Strategic Equality Plan.

Success rate not given for categories with <5 hires due to potentially disclosive data.

	Adoption Leave	Maternity Leave	Paternity Leave	Shared Parental Leave
2023-2024	<5	13	69	<5

Progress with our objectives

Objective 1

Equality for all in the attraction and retention of our employees and their career development

Objective 2

Being reflective of the diversity of the Welsh population and the communities we serve

Objective 3

Educating our people

Objective 4

Provide an appropriate framework to advocate diversity and inclusion

The following RAG (Red, Amber, Green) rating has been used to illustrate the progress against the 2020-2024 Strategic Equality Plan. The addition of a fourth option (Lilac) is to highlight actions that have been progressed towards the objectives but may not have been specifically set out in the original action plan. This is particularly relevant as the plan covers a period of significant transformation for Transport for Wales and the impact of the COVID-19 global pandemic.

Red	Limited or no progress
Amber	Some good progress
Lilac	Progress in areas not covered by the original action
Green	Excellent progress or action complete

	Action Number				
Obj 1 – Equality for all in the attraction and retention of our employees and their career development	1	2	3	4	5
Obj 2 – Being reflective of the diversity of the Welsh population and the communities we serve	6	7	8	9	
Obj 3 – Educating our people	10	11	12		
Obj 4 – Provide an appropriate framework to advocate diversity and inclusion	13	14	15	16	

Objective 1 – Equality for all in the attraction and retention of our employees and their career development

No.	Action	Success Criteria	Progress Report
1	To develop a learning and development strategy which promotes equality, diversity, and inclusion	<ul style="list-style-type: none"> To establish a pay and performance model which supports reducing the gender pay differential and working towards pay parity. 	Due to significant transition across the business the Learning and Development Strategy is currently being developed. One of the key strands of that strategy is equality, diversity, and inclusion. This work will continue to develop in the next Strategic Equality Plan.
2	To deliver an open in-house training and development programme to all TFW employees. This would be available to colleagues and based on the objectives set by line managers to reflect colleague development needs.	<ul style="list-style-type: none"> To develop a talent management approach which delivers a 50/50 gender split at Executive and grades 1 and 2 whilst paying regard to the other protected characteristics. To have no equal pay claims. 	<p>We commissioned a series of bitesize EDI modules from external providers on topics such as allyship, inclusive language and communication, neurodiversity, mental health and digital inclusion and accessibility.</p> <p>The Leading With programme has been launched across the business and has encouraged discussions and actions that strengthen our approach to inclusion across colleagues in leadership and management roles.</p> <p>In March 2024 we launched a new eLearning module on British Sign Language. The module includes deaf awareness induction, the BSL alphabet and useful BSL signs.</p> <p>We developed an internal programme called Elevating Women in Leadership which had twenty women from across the business as part of the first cohort. We are looking to expand our work in this area by establishing an additional programme to support career development for women across the business.</p> <p>We have commissioned an independent expert to create a tailored anti-racism eLearning module (going live in July 2024) to support our mission to become an anti-racist workplace in line with our commitment to the Anti Racist Wales Action Plan. We have also engaged the same independent expert to deliver face to face training to our staff.</p> <p>We have run several awareness raising sessions on menopause in the workplace working with an external partner. This has led to the establishment of working groups, menopause guidance and a network of 48 menopause champions.</p>

3	Continue to limit the impact of unconscious bias in our recruitment practices through the continued use of blind sifting for all internal and external recruitment.	Our current electronic HR system doesn't support anonymous recruitment. We are working with the supplier to make changes to this alongside other clients. As we are under contract with this supplier for another three years this is a longer-term project which will be part of our next Strategic Equality Plan 2024-2028.
4	Continue to advertise all posts externally and use social media to raise awareness of our vacancies to candidates from under-represented groups. We will work collaboratively with our communications team to understand where unrepresented groups congregate online, promoting posts in those areas.	<p>We have reviewed our recruitment procedures internally with relevant colleagues and our Trade Unions and commissioned an external review through a diversity independent expert. We now have one recruitment process across the whole organisation which means we are implementing consistent approaches to recruitment.</p> <p>We delivered two positive action campaigns featuring females in roles such as drivers, engineers, and electricians. We ran open recruitment sessions for a range of roles connected to these campaigns and had attendees from diverse communities across Wales. As a result of these campaigns, we have seen an increase in female drivers which has also had a positive impact on our gender pay gap.</p> <p>Our communications team worked with us to promote these campaigns on social media, and feedback was very positive with a high percentage of hits across our channels.</p> <p>We have recently created a series of 'Day in the Life' videos to reach out to different diverse audiences and to challenge some of the myths around careers in Transport for Wales.</p>
5	To design and deliver a school 'educate the educators' programme to influence choices made by young girls in school with an aim to steer them towards a career in transport.	Due to COVID-19 and the impact of the pandemic on schools and Transport for Wales this objective hasn't been met. We will take these actions forward by looking at how we manage our outreach work in our next Strategic Equality Plan.

Objective 2 – Being reflective of the diversity of the Welsh population and the communities we serve

No.	Action	Success Criteria	Progress Report
6	Increase the opportunity and awareness for flexible working and part-time working arrangements by positively promoting our flexible working policy, considering job sharing and other flexible contract types.	<ul style="list-style-type: none"> To have a clear and published events calendar which promotes Transport for Wales's activities and celebrates all protected characteristics. 	As with many other organisations COVID-19 has provided the opportunity to review our approach to flexible working. We have made good progress in arrangements for several roles and recognise that there is still work to do for operational colleagues and our approach to offering flexible contracts and job sharing. This work will continue into our 2024-2028 Strategic Equality Plan.
7	Engage in outreach programmes and Science, Technology, Engineering, and Mathematics events in hard-to-reach and socio-economically disadvantaged communities.	<ul style="list-style-type: none"> Evidence in policy amendments that disability support will include all areas of disability including Mental Health, Neurodiversity and Dyslexia which may not be reported upon by employees. Improved representation of under-represented groups across grades and roles, including within our Senior Management Structure. Accreditation by an external body by recognising TfW's focus on equality, diversity, and inclusion, specifically, Stonewall's Equality Index. 	<p>Our Pathways programme has created access to employment at Transport for Wales for several underrepresented and socio-economically disadvantaged groups. We have created Pathway programmes for ex-offenders, refugees, and people with disabilities. The work on recruiting disabled people, specifically a team of deaf colleagues, has resulted in Transport for Wales being awarded the 2023 Equality, Diversity, and Inclusion award at the CIPD Wales Awards. This work will continue to develop in our next Strategic Equality Plan.</p> <p>Several colleagues visit Schools across our networks to discuss topics such as safety and potential career opportunities. This outreach work will be strengthened as part of our next Strategic Equality Plan.</p>

8	<p>Offer development opportunities, such as shadowing senior leaders and future senior leaders, targeting groups that are under-represented in our workforce.</p>	<p>We are invested in several development opportunities that support groups who are underrepresented in our industry.</p> <p>We are a partner in the Rail Industry Talent Exchange programme with Network Rail. This provides a managed, transparent, and inclusive approach to external secondments, providing us with the opportunity to work more closely with our industry partners and develop our people. This gives participants the opportunity to develop through experiencing different roles whilst having the security of a role to come back to at the end of the secondment.</p> <p>We are supporting colleagues to take part in the Great British Railways Transition Team Development Programme which is focused on supporting minority and marginalised groups to develop their career pathway in the industry.</p> <p>We are also committed to supporting colleagues to take part in the Cross Company Women in Rail Mentoring Programme and the Women in Transport Leadership Programme. We know these programme have enabled diverse thinking, career development and the sharing of ideas.</p>
9	<p>To seek external review, challenge, and accreditation of TFW's actions as an employer by actively participating in relevant equalities standards and benchmarks (e.g. the Stonewall Workplace Equality Index, the Disability Confident Standard, the Workplace Well-being Charter, etc.).</p>	<p>We became a Disability Confident Leader in 2021 and continue to challenge ourselves in how we work with, support and recruit disabled people. We recently received a CIPD Wales Equality, Diversity, and Inclusion award specifically for recruiting disabled staff.</p> <p>We are a signatory on the Railway Industry Association and Women in Rail EDI Charter and The 5% Club Charter for Early Talent. We are members of Stonewall, Inclusive Employers, Working Mums, Purple Space, Carers Wales, Race Equality Matters, Race Council Cymru and have signed the Zero Racism Wales pledge.</p> <p>We are actively involved in Women in Rail. Marie Daly our Chief Customer and Culture Officer is the UK Chair, and several staff are involved in the Wales Regional Committee.</p>

Objective 3 - Educating our people

No.	Action	Success Criteria	Progress Report
10	Training and masterclasses run for the business to include equality, diversity, and inclusion and the promotion of the Welsh Language.	<ul style="list-style-type: none"> • Appointment and training of 5 FIR Ambassadors – to drive Fairness, Inclusion and Respect in the Workplace and with our suppliers. • Under the Public Sector Equality Duty (PSED) to implement and report employment information annually and present it under each of the protected characteristics. 	<p>We have held lunch and learn sessions both online and face to face which have educated colleagues on a range of topics including maternal mental health, empowering women and race, race equality and privilege.</p> <p>In March 2024 we launched a new eLearning module on British Sign Language. The module includes deaf awareness induction, the BSL alphabet and useful BSL signs.</p> <p>We have commissioned an independent expert to create a tailored anti-racism eLearning module (going live in July 2024) to support our mission to become an anti-racist workplace in line with our commitment to the Anti Racist Wales Action Plan. We have also engaged the same independent expert to deliver face to face training to our staff.</p> <p>We have run several awareness raising sessions on menopause in the workplace working with an external partner. This has led to the establishment of working groups, menopause guidance and a network of 48 menopause champions.</p>
11	Continue to increase awareness of equality, diversity, and inclusion through communications and training sessions run by specialists.		<p>We commissioned a series of bitesize EDI modules from external providers on topics such as allyship, inclusive language and communication, neurodiversity, mental health and digital inclusion and accessibility.</p> <p>Through our varied channels of communication, we are regularly increasing awareness of equality, diversity, and inclusion. Topics have included the importance and benefit of employee resource groups, improving mental health, religious festivals, neurodiversity, menopause, International Women’s Day, suicide prevention and the Welsh Language.</p> <p>We have also held lunch and learn sessions both online and face to face which have educated colleagues on a range of topics including maternal mental health, empowering women and race equality and privilege.</p>

<p>12</p>	<p>Promote knowledge and understanding of the general and specific duties in accordance with the Public Sector Equality Duty. This would be delivered to all members of our Senior Leadership Team and our Board and would subsequently be cascaded to senior managers and policy decision makers.</p>	<p>Our senior leadership team have taken part in broad equality, diversity, and inclusion training as well as specific session on anti-racism.</p> <p>Our original target of five Fairness, Inclusion and Respect (FIR) Ambassadors was exceeded, and we now have 15 trained FIR Ambassadors. These individuals promote a culture of fairness, inclusion and respect across our business and interact with our stakeholders and our supply chain. They act as a role model in their offices, sites, or projects, work collaboratively, stepping in to take action, challenge behaviours and positively impact the workplace culture.</p>
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Objective 4 - Provide an appropriate framework to advocate diversity and inclusion

No.	Action	Success Criteria	Progress Report
13	To ensure that we measure the experience of TfW employees through our employee survey and other relevant feedback mechanisms, is analysed for variations based upon protected characteristics and for improvement actions to be taken.	<ul style="list-style-type: none"> • Our talent management matrix (9-box grid) will reflect our inclusive workforce. • Successful publication of policies demonstrating our compliance with the general equality duty. 	<p>Our most recent EDI Survey highlighted several positive developments:</p> <ul style="list-style-type: none"> • 95% of respondents tried to treat other colleagues with respect. • 64% of respondents felt they belonged at Transport for Wales. • 56% believed Transport for Wales would do what is right if they raised a concern about discrimination. <p>Areas for development included ensuring that staff feel Transport for Wales values diverse opinions and ideas, sustaining a culture of inclusive leadership and embedding equality, diversity, and inclusion in every stage of the staff lifecycle.</p> <p>This feedback is being considered for our next Strategic Equality Plan.</p>
14	To improve the capability of TfW's employees and others to understand and address the legal obligations under the Public Sector Equality Duty by providing the relevant training to the necessary senior teams.		<p>Our senior managers line managers took part in a specific session delivered by an external independent expert on equality, diversity, and inclusion. We've also commissioned sessions on inclusive recruitment and inclusive learning and development.</p>
15	To ensure that the general equality duty is complied with before and at the time a policy is under consideration and evidenced.		<p>We have revised our Equality Impact Assessment documentation with clearer guidance and a template to enable staff to make informed decisions around changes to policy, decision making and change initiatives.</p> <p>A Decision-Making Screening Tool is a part of every paper that goes to our Executive Leadership Team. It's designed to ensure that decisions made with Transport for Wales comply with cross-cutting legislation and regulations. There are specific questions around diversity, background, culture and the protected characteristics and socio-economic duty.</p>

<p>16</p>	<p>To respond fairly and equally to the priorities identified by the Welsh Government in relation to addressing Prosperity for All: the national strategy. Specifically focussing on the Well-being of the Future Generations (Wales) Act 2015 and the Gender Reform Review.</p>	<p>In June 2024, we will have the legal obligation as a named body under the Well-being of Future Generations (Wales) Act 2015 to incorporate the goals and objectives under the act within our processes, operations, and organisational culture.</p> <p>We've been working with the Future Generations Commissioner's Maturity Matrix to assess and benchmark where TFW is now and have consulted with colleagues on our proposed direction. There is obvious crossover with our next Strategic Equality Plan especially around elements of wellbeing which we will look to incorporate.</p> <p>We are committed to the Welsh Government aims of an anti-racist Wales and have committed to an action plan that focusses our efforts on educating colleagues, improving processes, and removing barriers to recruitment and development. This is action plan is a key part of our next Strategic Equality Plan.</p>
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