



# Everyday Inclusion in Network Rail

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# What is Diversity and Inclusion?



# What is a 'protected characteristic'?

Age

Disability

Gender  
reassignment

Marriage and  
civil  
partnership

Pregnancy and  
maternity

Race

Religion or  
belief

Sex

Sexual  
orientation

# Why D&I?

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Makes good business sense

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Safety

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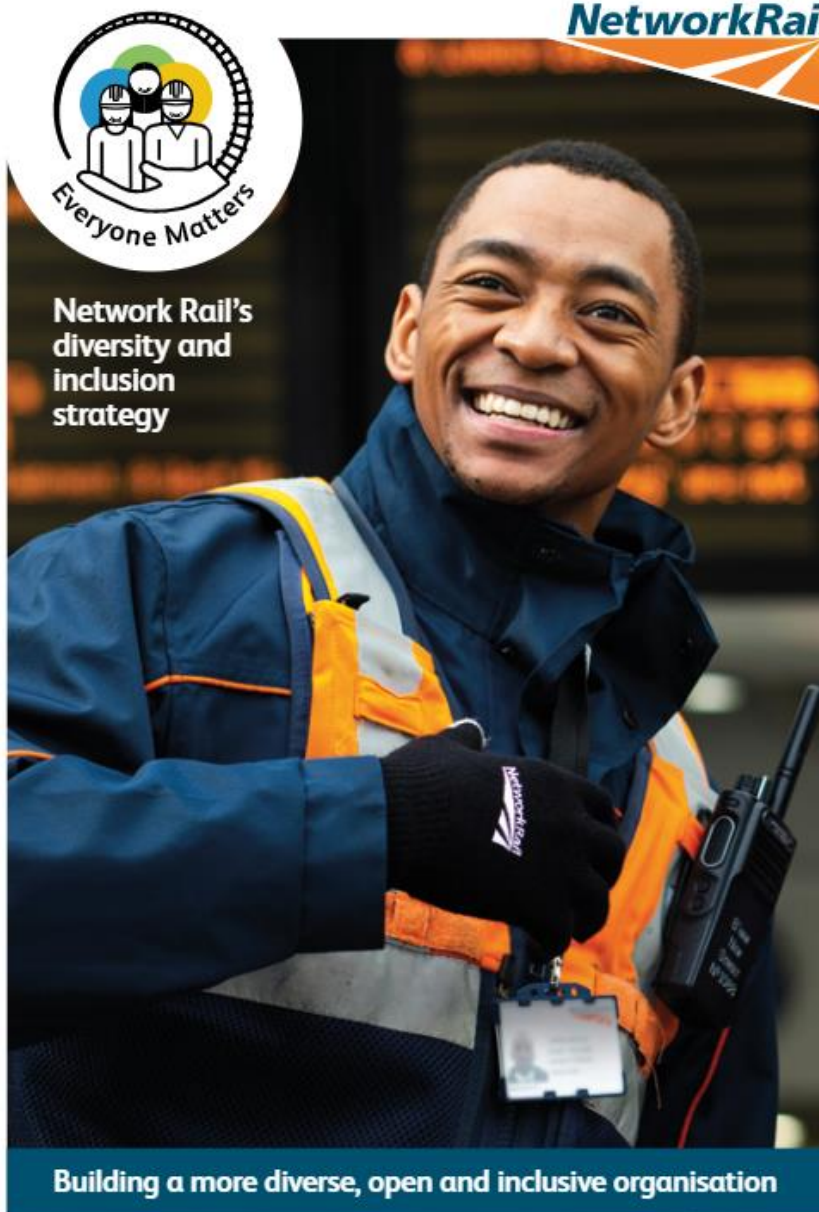
Reduced legal costs

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It's the right thing to do

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## Our Diversity and Inclusion strategy



Each area of activity of the Everyone Matters strategy is linked to a people outcome and to our business priorities for CP6

Accessibility  
and Inclusion  
matters

Race matters

Disability  
matters

Gender matters

LGBT+ matters

Carers matters

Faith and belief  
matters

Age matters

Social mobility  
matters

# Everyday Inclusion

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Managing our biases

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Using inclusive language

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Avoiding assumptions

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Have respectful conversations

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Be aware of banter

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Think about other people's needs

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Celebrate differences and challenge each other

**What can you do?**

# Everyone Matters Guides

- Accessible and Inclusive Events
- Asperger's Syndrome
- Baby Loss
- Bereaved Employees
- Bullying and Harassment
- Carers
- Challenging
- Domestic Abuse
- Dyslexia
- Disability in the Workplace
- Fertility
- HIV/AIDS
- Menopause
- Ramadan in the Workplace
- Supporting Trans, non-binary, gender fluid and gender neutral colleagues
- Supporting parents in the workplace



# The importance of sharing your data with us

Data underpins all of the work we do.



# Employee Networks

We have seven employee networks across the organisation, dedicated to creating a more open, inclusive and diverse organisation. These are all completely open to you to join:



# Becoming a Diversity and Inclusion Champion

D&I champions are volunteers across the business who typically have an interest in promoting diversity and inclusion in their local function/region

There are three core elements of a champion's role:

- Role modelling
- Challenging
- Sign posting



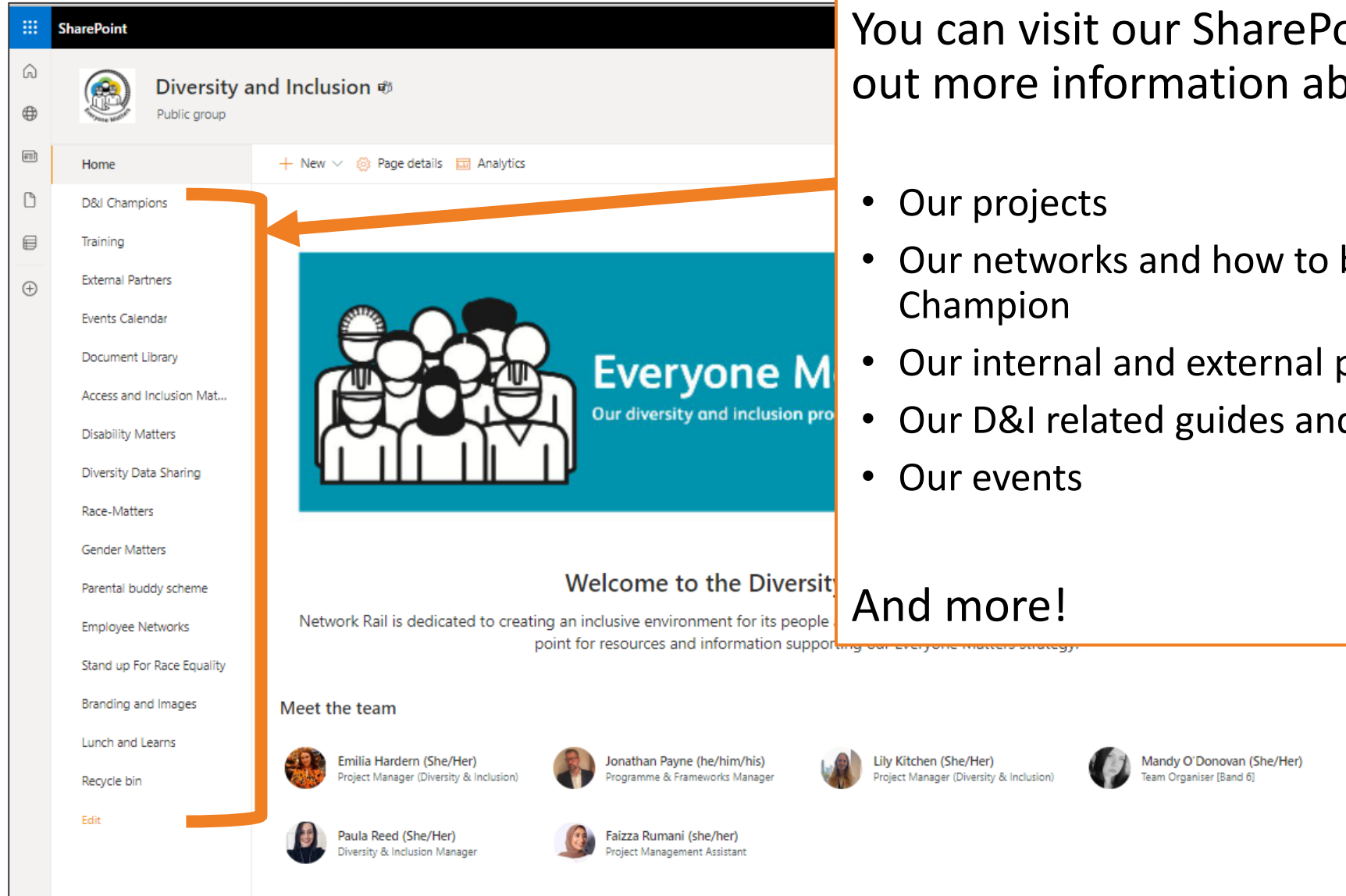
# D&I Champion support

- D&I Champion Induction
- Access to resources
- Opportunities to upskill and get involved in projects
- Community of Champions

If you're interested, visit our stand later today or visit our [D&I SharePoint site](#).



# Diversity and Inclusion – SharePoint site



SharePoint

Diversity and Inclusion  
Public group

Home + New Page details Analytics

D&I Champions  
Training  
External Partners  
Events Calendar  
Document Library  
Access and Inclusion Mat...  
Disability Matters  
Diversity Data Sharing  
Race-Matters  
Gender Matters  
Parental buddy scheme  
Employee Networks  
Stand up For Race Equality  
Branding and Images  
Lunch and Learns  
Recycle bin  
Edit

Everyone Matters  
Our diversity and inclusion pro...

Welcome to the Diversity...

Network Rail is dedicated to creating an inclusive environment for its people...  
point for resources and information supporting our Everyone Matters strategy.

Meet the team

Emilia Hardern (She/Her)  
Project Manager (Diversity & Inclusion)

Jonathan Payne (he/him/his)  
Programme & Frameworks Manager

Lily Kitchen (She/Her)  
Project Manager (Diversity & Inclusion)

Mandy O'Donovan (She/Her)  
Team Organiser (Band 6)

Paula Reed (She/Her)  
Diversity & Inclusion Manager

Faizza Rumani (she/her)  
Project Management Assistant

You can visit our SharePoint site to find out more information about:

- Our projects
- Our networks and how to become a D&I Champion
- Our internal and external partners
- Our D&I related guides and resources
- Our events

And more!

<https://networkrail.sharepoint.com/sites/DiversityAndInclusion>





## PPE survey - What changes would help you?

PPE is there to help protect our health and safety, but it is also important that it is comfortable, works well with the tasks that we do and suits our needs.

## So, what can I do?

1. [Share your diversity data with us.](#)
2. [Become a D&I Champion](#)
3. [Join our employee networks](#)
4. [Fill in our PPE Survey](#)
5. [Use our SharePoint site](#)

