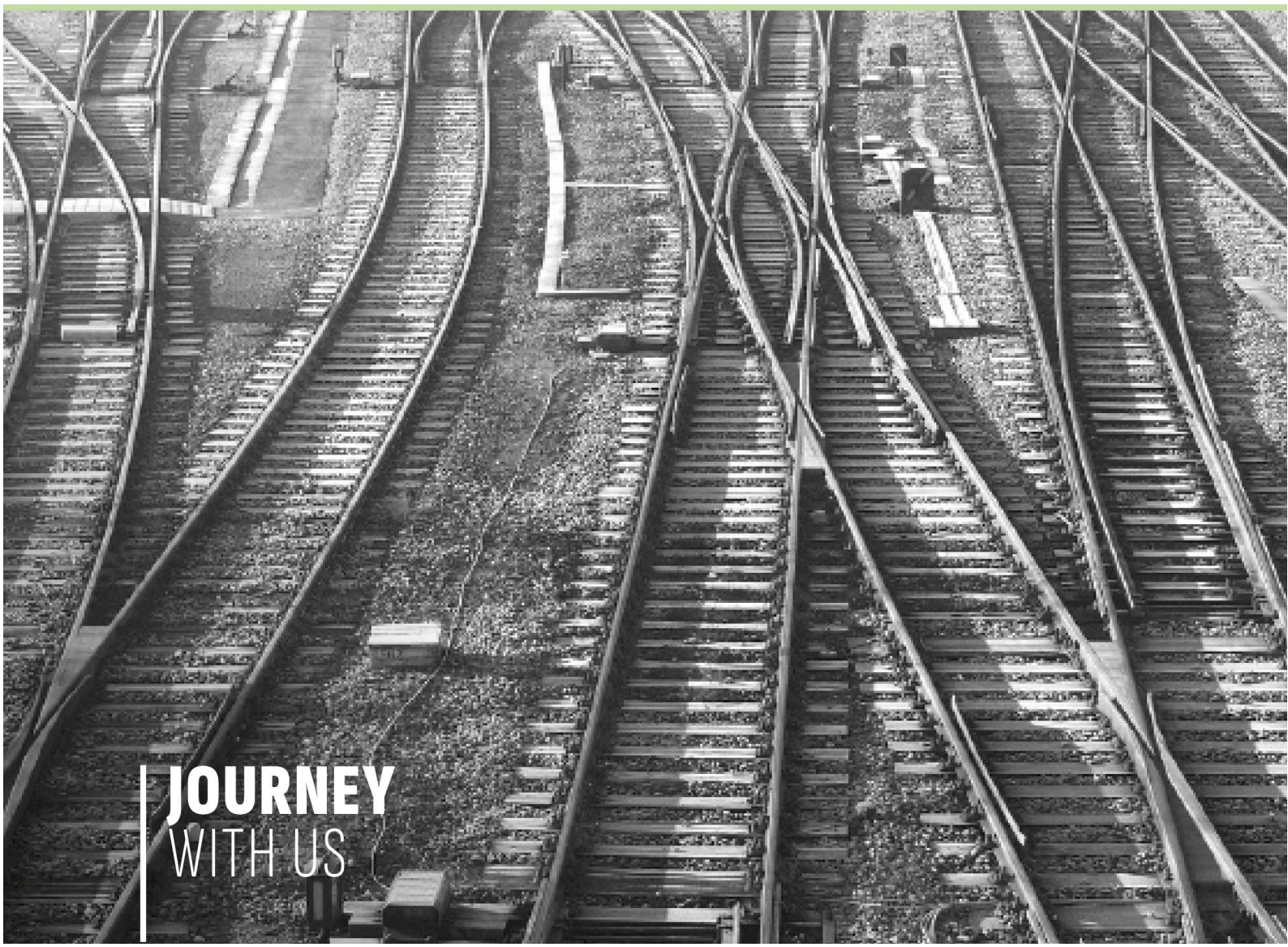




THE **PWI**

EQUITY, DIVERSITY AND **INCLUSION POLICY**



JOURNEY
WITH US

PWI Equity, Diversity and Inclusion Policy

The PWI's Vision is to be "a diverse and inclusive rail infrastructure community that excels in delivering safe, efficient and sustainable railways".

This vision inevitably requires the PWI as an Institution and individual members of it to commit to conducting their business with respect and integrity. Professional members, in particular, have ethical, professional and legal obligations around equity, diversity and inclusion. As we seek to further broaden the membership of PWI we must ensure that neither the Institution nor its members act in a way likely to discourage potential members from joining, whatever their backgrounds.

Equity, diversity and inclusion should be respected by members at all levels, from Student Member to Fellow. Specifically, members are expected to apply their professional judgment and consider the following actions.

- Be aware that UK law protects the following characteristics from discrimination: age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership, and pregnancy and maternity.
- Demonstrate inclusive behaviours that support a respectful workplace, receptive to diversity and stimulating innovation.
- Take action to increase diversity amongst the professional membership of the PWI. Ensure careers events and literature are inclusive and be aware of unconscious bias.
- Think about language. Use gender-neutral terms (eg "signaller" rather than "signalman") and avoid the use of "his", "he" and "him" when writing in a generic sense. When referring to ethnic minority and disabled people, use current terms deemed to be widely inoffensive.
- Ask attendees before meetings if they have any access requirements.
- Share experiences of best practice around equity, diversity and inclusion, and learn from others.
- Be conscious of visible and non-visible physical, mental and neurological conditions that might require adjustments.
- Don't tolerate ethnic, racist and sexist slurs or jokes.
- Don't tolerate bullying or harassment.

Members in positions of management and leadership should consider the following actions:

- Advertise job roles or promotion opportunities transparently and ensure they are accessible. Consider the language used in adverts carefully to ensure it is inclusive. Ensure roles are advertised comprehensively. Employ diverse interview panels.
- Consider returner schemes and apprenticeships.
- Introduce and promote flexible working and family-friendly policies.
- Identify role models and run mentoring programmes for all staff. Encourage staff to join industry networking groups.
- Be transparent about pay and eliminate any gender or ethnicity pay gaps.
- Consider health and well-being programmes for employees.
- Engage staff in monitoring, delivering and developing policies and actions around equity, diversity and inclusion. Ensure these are routinely reviewed by the Board.

The diversity of the UK

In the UK population as a whole:

- 51% are female [source: [Office for National Statistics](#) (ONS)];

- Around 22% are disabled [source: [Scope](#)];
- 18% are from black, Asian or other minority ethnic backgrounds [source: [ONS](#) – England and Wales only];
- Around 46% give their religion as Christian, 11% other religions and 37% no religion [source: [ONS](#) – England and Wales only];
- Around 3% are gay, lesbian or bisexual [source: [ONS](#) – England and Wales only];
- Around 0.5% are trans [source: [ONS](#) – England and Wales only];
- Nearly 8% have a main language other than English or Welsh, and 1.6% cannot speak English well [source: [ONS](#) – England and Wales only].

We know that PWI members, and the rail industry workforce as a whole, do not fully represent this diversity. There are many advantages to having a more diverse workforce, including having a better understanding of customers, better team performance, and an improved ability to attract and (importantly) retain top talent from all backgrounds.