



**BRITISH
TRANSPORT
POLICE**

HR POLICY STATEMENT

EQUALITY & DIVERSITY

Valuing the difference

Why are we doing this?

People who use Britain's railways come from every community and represent every kind of person. We believe that there is a positive value in reflecting this diversity in our own workforce. This ambition is part of our goal to build a completely integrated community where we can all achieve our potential, free from prejudice.

What do we want to achieve?

We strive to promote equal opportunities by:

- Treating everyone fairly, with respect and dignity.
- Eliminating all forms of harassment, bullying and victimisation.
- Providing an inclusive, supportive working environment, taking positive action where necessary, so that staff of all backgrounds can achieve their best.

We will value diversity by:

- Valuing differences between people and communities, and respecting diverse lifestyles.
- Reaching out to, communicating and consulting with, communities so we can better understand and meet their needs.
- Winning the trust and co-operation of those we serve, so they can help us achieve our objectives.
- Developing a workforce that reflects the diverse communities we serve.

Who does this policy affect?

Everyone – all officers and staff. We will also expect organisations who supply staff and services to fully embrace the spirit of what we want to achieve, even if they have their own equality and diversity policies and practices.

Making it happen

We will make sure that all of our policies and procedures are written in plain language and are inclusive of all people across the widest range of communities.

Our officers and managers can act as inspirational leaders in valuing diversity and recognising and realising the talents of every individual.

We will find practical ways to encourage and focus our support groups in the valuable diversity and equality work they are already doing.

We will set a range of equality and diversity targets, and measure our progress.

Where to go for help or advice

If you have any questions about this policy and how it affects you, talk to your Human Resources Department or the Force Diversity team. The relevant support group can also help; you can contact them through the Intranet.