

Diversity & Inclusion Charter Guidance for Colleagues



Diversity & Inclusion Charter

Contents

- 1. Our Vision 2
- 2. Our Mission 2
- 3. Objectives 2
- 4. Leadership 2
- 5. Responsibilities 2
- 6. How do we Measure our Success?..... 2

Diversity & Inclusion Charter

1. Our Vision

To create a diverse environment in which all employees feel valued, included and empowered to be their best.

2. Our Mission

- To enhance our work environment so that we can recruit and retain a workforce that reflects the diversity of the communities we serve across the North.
- To ensure that everyone at Transport for the North (TfN) understands and takes responsibility for diversity and inclusion and recognises its importance.

3. Objectives

These are set out in our Diversity Action Plan. Our Diversity and Inclusion objectives and progress towards achieving them will be continually assessed to ensure advancement towards our vision.

4. Leadership

TfN's Chief Executive Officer (CEO) is a proactive champion of our diversity and inclusion agenda. Our CEO is supported by senior managers and our Diversity Action Group (DAG). The DAG remit is to work in a spirit of mutual confidence, partnership and co-operation to continually improve the quality of life for all employees at TfN by implementing our Diversity Action Plan.

5. Responsibilities

Everyone at TfN has a responsibility to ensure that Diversity and Inclusion is at the heart of everything that we do.

All colleagues at TfN are provided with continuous support, training and guidance to enable them to proactively support and encourage a diverse and inclusive culture and working environment at all times.

6. How do we Measure our Success?

We will show and demonstrate our progress through the on-going development and delivery of our Diversity Action Plan and will provide annual progress updates.



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