



The benefits of being inclusive within Merseyrail

As staff, Managers and Trade Union officials we can all see the benefits of embracing equality, diversity and inclusion within Merseyrail

Social and Moral Benefits

From embracing an inclusive culture are....

- Helps to reduce social and economic barriers
- Helps people understand social norms
- Is morally correct
- Reflects the community we serve
- Meets local needs
- Helps to build a strong community
- Supports and encourages social cohesion
- Supports minority groups in achieving potential
- Raises awareness-displaces ignorance
- Makes people aware of shared responsibilities of making everyone valued
- Challenges stereotypes
- Prepares people for taking part in an inclusive society
- Helps to reduce conflict in society as people are accustomed to mixing with a wide range of people from different backgrounds and with different beliefs
- Enables people to learn and understand how other people live
- Helps reduce levels of racism
- Helps people see things from a different perspective
- Helps to remove misconceptions about particular groups of people
- In the workplace gives staff a primary source for finding out about others' traditions and customs, creating culturally richer people
- Reduces the likelihood of staff developing prejudices and/or become racist, for example, in later life which in turn helps in creating a more welcoming and diverse society
- Reduces marginalisation
- Helps to minimise discrimination on grounds of sex, race, religion, belief, sexual orientation, gender reassignment, marriage and civil partnership, age, disability, pregnancy and maternity (protected characteristics as set out in the Equality Act 2010).

Personal Benefits

From embracing an inclusive culture are....

- Helps to make working life more interesting
- Encourages people to embrace different views and beliefs and understand individual differences
- Helps to reduce conflict and confrontation Increases confidence and self esteem
- Broadens the mind
- Develops cultural richness
- Encourages better recognition of different skills
- Generates fresh and different ideas
- Helps to ensure everyone is treated with respect and as equals
- Helps to ensure people are not judged based on how they look, what they wear or the colour of their skin
- Makes staff feel safe and part of the Merseyrail community
- Promotes racial harmony
- Prevents racism and bullying
- Promotes the view that there are no different races, just one human race
- Helps us grow as individuals and opens our minds to different ways of life
- Expands our knowledge so that we are no longer ignorant
- Encourages respect for similarities and differences between individuals
- Makes us aware of the impact, both positive and negative, we can have on others through our own behaviour

Staff Benefits

From embracing an inclusive culture are....

- Sets a good example for colleagues
- Creates employment and promotion opportunities
- Generates new ways of working
- Helps to develop a happier work force
- Improves working conditions
- Creates a supportive environment
- Teaches positive ethics
- Is important to developing a cohesive workforce with a wide range of skills
- Develops an environment in which people feel they belong and there is a sense of community
- Increases confidence in sharing anxieties
- Enhances individual and collective wellbeing from knowing that everyone is accepted, irrespective of individual protected characteristics
- Helps colleagues from all backgrounds fulfil their potential
- Creates a happy and safe working environment
- Gives colleagues the best chance of success and achievement
- Improves staff retention
- Leads to improved performance
- Impacts on staff happiness
- Leads to improved behaviour in the workplace
- Promotes 'diversity' as a positive not a negative
- Encourages those with additional needs to work for Merseyrail
- Attracts a wider range of applicants
- Helps colleagues learn about different cultures and discourages prejudicial treatment of others
- Reduces conflict between people of different races, cultures etc.
- Encourages acceptance of others
- People who work in a diverse workplace can pass on their experience to family and friends, thereby helping to reduce inequalities in broader society
- Raises awareness of different cultural and religious traditions and festivals

Merseyrail and our stakeholders Benefits

From embracing an inclusive culture are....

- Makes people feel valued
- Enhances recruitment of staff into the business
- Ensures everyone has the opportunity to achieve their potential
- Helps to recognise people's strengths
- Encourages positive marketing, recruitment and publicity
- Promotes inclusivity (a sense of belonging)
- Reflects the local community
- Helps to raise standards
- Promotes social cohesion and good public relations
- Fulfils the business mission and our stakeholders requirements
- Encourages tolerance
- Gives everyone shared core values
- Makes a better/nicer environment to work in
- Helps to create a harmonious, welcoming and safe environment
- Sets standards on how we should behave
- Broadens staff learning experiences
- Allows us to promote ourselves as a tolerant and accepting business
- Creates a pleasant and supportive environment for all staff
- Promotes a culture a mutual respect and acceptance of others
- Creates an atmosphere in which everyone feels valued
- Promotes creativity and willingness to listen to ideas
- Promotes understanding, tolerance, harmony and unity

Legal and Strategic Benefits

From embracing an inclusive culture are....

- Helps everyone work to an agreed standard
- Is a legal requirement
- Supports better planning
- Helps individuals understand their rights
- Supports the philosophy of the business plan
- Enhances the Business's reputation

Supporting Documentation

Please find below a list of key documentation which is available on the LOOP, through your Line Manager or via the HR Team to help support employees during their employment:

- Maternity
- Paternity
- Chain of Care & Support
- Adoption
- Equality & Diversity
- Shared parental leave
- Parental leave
- Time off for dependants
- Flexible working
- Compassionate leave