

Welcome to PSG Inclusion Week Special Edition Newsletter October 2016 Editorial by Kul Bassi

Given that this special edition is dedicated to the event which we ran in support of this year's DfT Inclusion Week, I shall leave most of the editorial to our Permanent Secretary....

“As many of you know, I'm the Civil Service's Disability Champion, so Inclusion Week is something I very much support. This year we're tying in with the national inclusion week campaign, which is all about raising awareness of why having inclusive workplaces and a diverse workforce are important.

Our theme for the Department is 'Be yourself – be part of a community'. I'm proud to see how DfT and our delivery partners are fully embracing this with activities taking place across DfT and our agencies to enable us to network and learn from each other.

I'm really impressed with the range of events on offer this year and there should be something for everyone to enjoy - from workshops to film clubs!

For managers there are many sessions that will offer guidance to enable you to better support and empower those you manage to be themselves at work.

Of course, I'm getting involved too and looking forward to attending the opening ceremony and dropping in to the 'Accessible Transport for All' session. If you're popping along, do say hello.

Please book yourself on as many events as you can – by participating you'll be bringing the Department a step closer to being the inclusive place we all want it to be. And a great place to work too.”

Philip Rutnam, Permanent Secretary



PSG bringing Poldark to DfT as part of Inclusion Week

For me being an inclusive leader is all about taking a genuine interest in the wellbeing of your staff. Something which Philip demonstrated very visibly after the Brexit decision. Clearly shocked by the reports of the increased racist behaviour following the referendum result and completely unprompted he wrote to reassure staff.

So it is not too surprising to learn that Inclusion Week is something that he supports and the value he attaches to staff participation as it helps to bring DfT a step closer to being the inclusive place we want it to be.

It is a message that all leaders particularly those in the Senior Civil Service need to take on board. Many of whom need to be much more visible and active in this space and so I was delighted to see many of them drop in on a number of the sessions held during the week including our event on Tuesday 27 September.

Community Rail Market Day

by Kul Bassi

When it was agreed that DfT's Inclusion Week was to be themed this year around communities, the PSG & Passenger Services sponsored Community Rail Market Day was born.

As civil servants busy in developing policies and responding to Ministerial pressures it's easy to sometimes forget the impact our work has on the quality of people's lives. We help everyone, wherever they live, whatever their needs, have access to the kind of travel opportunities they need to lead the lives they want to lead.

Policy areas such as Access for All and Community Rail are helping us to drive this work forward on Britain's railways. So as well as having discussion and debate on some of our diversity challenges we also wanted to celebrate the successes which we are having in improving our society. And we wanted to have some fun!

Community Rail Partnerships (basically organisations connecting the local community with their railways – helping our railways to become more relevant and responsive to local needs) from across our country were drafted in to provide the backdrop to our marketplace. It gave them an opportunity to share their stories....

Devon & Cornwall Rail Partnership came in period costume to promote Poldark Country.



Paul Maynard MP with Chris, Rebecca & Richard

The Kent CRP brought along a juicer with a difference....and found plenty of keen volunteers....



Philip Rutnam putting his cycling skills to good use



Some product placement for Costa?

Community Rail Lancashire, informed stall visitors about their work with young people on all manner of projects, including station environmental schemes, safety and educational projects.

The Bentham Line CRP brought us a taste of life in Bentham with their unique photographic display. A number of their stunning images were used in our striking promotional poster.



Paul Maynard MP used to travel to school on the Mid Cheshire Line. Their stand brought back some fond childhood memories.



Paul Maynard MP sharing some childhood memories

PSG also hosted a stand helping to serve breakfast and afternoon tea and signed up a number of new members to the Network. **Thank you to Yamina Amrutia; Nishi Babbar; Pauline Hutchinson; Claudette Bagalo; Fiona Mulaisho; Joy Kabugu; Mike Franklyn; Ranjit Mistry; and Dipak Valand.**



Serving bacon rolls from the Regency and spring rolls from Mrs Bassi

Alexander Maltby from Network Rail was busy manning the rail industry stand.



A busy marketplace while people start taking their seats for the speaker session

But the Market Day wasn't just about the lively marketplace stalls. There were a number of outstanding speaker/panel sessions.

Kamal Patel chaired the morning session and the final session, with Sarah Younghusband from Passenger Services taking up the reins for the afternoon sessions



Nishi & Pauline welcoming the Rail Minister to our stand

And a special mention must go to Neil Buxton the General Manager of ACoRP who spent the best part of his birthday in LG1 manning the ACoRP Community Rail Awards stand.



Neil is rewarded with some birthday cake



Rail Minister joins Kamal Patel & I ahead of delivering his welcome address



Paul Maynard MP, Minister for Rail delivered the opening address and spoke about the importance of not labelling people and respecting difference.

Peter Wilkinson, Passenger Services MD went predictability off script and spoke movingly about the Syrian refugee crisis and shared with the packed room a personal story of taking a full shopping trolley of aid to a Vienna rail station with his young children.

The star man of the week (first session to be fully sold out in Inclusion Week), Mark Hopwood, MD of Great Western Railway brought the curtain down on the morning session by speaking about the excellent work being done by our railways across the country in supporting their local communities.



Tricia Hayes chats with Niran Khera

In the afternoon our Diversity Champion Tricia Hayes joined Lorraine Jackson (until very recently Deputy Director Dementia Policy at Department of Health) and Niran Khera, Head of Strategy, Enforcement & Compliance (HMRC) for a panel discussion. Lorraine and Niran shared their learnings from their projects to tackle barriers to progression for BAME groups. This included:

- ❑ The critical role of data as a starting point for targeting action and setting targets;
- ❑ The benefits from getting more BAME representation into selection panels;
- ❑ Making it easier and more comfortable to talk about race with our work colleagues;
- ❑ What can be achieved through targeted mentoring and sponsorship.

The first of Philip Rutnam's afternoon sessions focussed on what the Department and the rail industry were doing in making rail more accessible. Philip spoke about the work of the Department to improve access for disabled passengers across the rail network and spoke about our Access for All programme. The £390 million programme which was launched in 2006 has so far delivered an accessible route, into the station and to and between each platform, at over 150 stations, varying in size from Clapham Junction to Radyr in Wales. Smaller scale access improvements have also been delivered at nearly 1500 smaller and rural stations, such as accessible toilets, tactile paving and dropped kerbs outside ticket offices. Philip also spoke about the Department's work with the owners and operators of rolling stock to meet the 2020 deadline for accessibility. Currently 70% of the fleet of just over 12,500 rail vehicles operated



on the mainline are either built compliant or have been upgraded to be compliant with accessibility standards. For non-mainline the figure is 58% of just under 4,500 vehicles. By 2020 the remaining rolling stock will either also be refurbished or will be replaced by new rolling stock.



Packed crowds for the afternoon sessions too

However accessibility is not just about removing physical barriers and adapting infrastructure to support different groups, it is about giving individuals the confidence and opportunity to engage and Philip cited a number of examples from the community rail world:

- ❑ Lancashire Community Rail have a partnership with Stanley Grange, a voluntary organisation that works with people who have a range of disabilities such as cerebral palsy and autism. As Stanley Grange also run their own nursery, they provide new planted areas and flower tubs at local rail stations.
- ❑ The Great Western Railway Torbay Station Adoption project works with Robert Owen Communities. This is an organisation which exists to help as many people as possible, throughout the UK, who have learning or similar disabilities to be who they want to be. This project gives people with learning disabilities the opportunity to learn new skills and to work towards a nationally recognised qualification.
- ❑ The Kent Community Rail Partnership worked with Bradfields Academy on the Transition to College Project. Bradfields Academy is a specialist school which provides education for students (4-19 years old) who experience mild, moderate and more complex learning disabilities. This project was developed to provide students with the skills to feel confident to plan and make independent rail journeys.
- ❑ Govia Thameslink Railway and Sussex Community Rai Partnership worked with the Aldingbourne Trust Creative Arts Studio. The studio works with adults with learning difficulties and designed and painted a mural for Amberley Station, to highlight the attractions of Amberley as a gateway to the South Downs National Park and home to Amberley Working Museum, which is adjacent to the station. The end result is a beautiful mural illustrating why people should visit Amberley, with the added bonus of the group becoming more confident about independent train travel.

As well as some serious discussions and lively debate in between the talks visitors to the markplace were entertained by live performances by Jukebox Jazz and the Bunker Girls.



Entertainment provided by Jukebox Jazz & the Bunker Girls

The final speaker was Jo Kaye, Director Network Strategy & Planning at Network Rail who reflected on her career and the challenges still facing women in rail. Jo shared some useful tips for career progression such as heading towards the problem and being the person who sorts out the crisis.



The day concluded with a lively debate as Kamal Patel returned to chair a panel discussion. Philip Rutnam was joined on the panel by Lorraine Jackson, Niran Khera; Mel Nebhrajani, Director, Department of Health; and Jazz Bhogal, Deputy Director, Workforce Strategy & Inclusion at the Cabinet Office.



Niran leading the discussion

Following the panel discussion, panel members were asked to make the draw for the raffle prizes kindly donated by the rail industry. A number of PSG members including myself (my winning ticket was drawn by Philip!) were among the successful winners of some free train tickets.

Some feedback from the Day

from those who dropped in....

“I thought the market day event was wonderful – very creative and thought-provoking. I really enjoyed speaking to your stall holders (planning my next family holiday!) and particularly learning about the nominations for the ACoRP D&I awards. Some wonderful projects.
Rachael Yokoo-Laurence

“I really enjoyed looking around all the community rail stalls in the room on the day, loved the Bunkers Girls. The opening address by Paul Maynard MP and the talk about diversity by Peter Wilkinson really had an impact on me. I know that a lot of hard work went into making the whole event a success so would like to thank all who put it together”. **Vida Browne-Campbell**

‘I attended the ‘The Rail Gender Challenge’ session at Market Day, it was a good opportunity to discuss the challenges that DfT, Network Rail and the wider transport sector have with diversity. I found out more about different community rail projects across the UK and even won train tickets!’ **Zoe Ryan**

“....I really enjoyed having a look round (especially the Poldark references!)” **Hannah Newell**

from those who presented or took part in the panel discussions...

“....A really good event and was pleased to be part of it.” **Niran Khera**

“I enjoyed it very much....”
Lorraine Jackson

“....It was fun!” **Mel Nebhrajani**

“...looks like everyone was having a good time!” **Jo Kaye**

and from those who hosted stands....

“It was really good session and I thoroughly enjoyed promoting PSG Group and proud to be part of it.” **Yamina Amrutia**

“It was an excellent day – catching up with community rail colleagues and promoting the Mid Cheshire Line and volunteering to

interested Civil Service colleagues, many of whom had North West connections. It was also a day for conversations around rail safety, women in community rail and how working together, paid or unpaid, we can all make a difference.” **Sally Buttifant, Mid Cheshire Community Rail Partnership**

Yammer – Join the PSG Yammer Page! (Shaesta Nasir)

https://www.yammer.com/dft.gsi.gov.uk/#/threads/inGroup?type=in_group&feedId=4339032

The PSG Yammer page will be used for:

- Sharing details on events;
- sharing relevant news; and
- discussing relevant issues

Don't wait join Yammer today! Visit

www.yammer.com and enter your work email address (e.g. Joe.Blogs@dft.gsi.gov.uk). You'll receive a confirmation email to activate your account

PSG ANNUAL GENERAL MEETING TUESDAY 25 OCTOBER 2016 10AM – 2PM IN LG1

This is Black History Month and our AGM is a part of our celebration of this.

The theme of the AGM is “Taking Control and Managing Yourself”. The highlights include:

- ❑ A presentation from Yetunde Adeshile MBA, MAPM, BSc (Hons): She is the Founder and CEO of The Next Chosen Generation CIC. And is an international multi Award Winning Author of “The Youth Evolution”, Director of RJ Emmanuel Ltd, Project Management Consultant and an Inspirational speaker. She will provide some essential advice on how to improve your career by “Transforming your mind and your approach.”
- ❑ A workshop on “Managing Yourself”
- ❑ Networking Bingo
- ❑ And From 1pm. A proper Nigerian lunch. Jollof rice, plantain, spicy chicken, moi moi and much more besides....

Any suggestions for the next newsletter!!!

Please feel free to drop me **(Shaesta Nasir)** any suggestions about what you would like the next issue of the PSG newsletter to include!!!