



HIGH SPEED TWO PHASE ONE INFORMATION PAPER

G5: EQUALITY, DIVERSITY AND INCLUSION POLICY

This paper outlines HS2 Ltd's policy on Equality, Diversity and Inclusion.

It will be of particular interest to those potentially affected by the Government's proposals for high speed rail.

This paper was prepared in relation to the promotion of the Bill for Phase One of the scheme which is now enacted. Although the contents were maintained and updated as considered appropriate during the passage of the Bill (including shortly prior to the enactment of the Bill in February 2017) the contents are now historic and are no longer maintained.

. If you have any queries about this paper or about how it might apply to you, please contact the HS2 Helpdesk in the first instance.

The Helpdesk can be reached at:

**High Speed Two (HS2) Limited
Two Snowhill, Snow Hill Queensway
Birmingham, B4 6GA**

By email: HS2enquiries@hs2.org.uk

Or by phone: 08081 434 434 (lines are open 24 hours)

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1. Introduction

- 1.1. High Speed Two (HS2) is the Government's proposal for a new, high speed north-south railway. The proposal is being taken forward in two phases: Phase One will connect London with Birmingham and the West Midlands and Phase Two will extend the route to Manchester, Leeds and beyond.
- 1.2. HS2 Ltd is the non-departmental public body responsible for developing and promoting these proposals. The company works to a Development Agreement made with the Secretary of State for Transport.
- 1.3. In November 2013, HS2 Ltd deposited a hybrid Bill¹ with Parliament to seek powers for the construction and operation of Phase One of HS2 (sometimes referred to as 'the Proposed Scheme'). The Bill is the culmination of nearly six years of work, including an Environmental Impact Assessment (EIA), the results of which were reported in an Environmental Statement (ES) submitted alongside the Bill. The Secretary of State has also published draft Environmental Minimum Requirements (EMRs), which set out the environmental and sustainability commitments that will be observed in the construction of the Proposed Scheme.
- 1.4. The Bill is being promoted through Parliament by the Secretary of State for Transport (the 'Promoter'). The Secretary of State will also appoint a body responsible for delivering the Proposed Scheme under the powers granted by the Bill.
- 1.5. This body is known as the 'nominated undertaker'. There may well be more than one nominated undertaker – for example, HS2 Ltd could become the nominated undertaker for the main railway works, while Network Rail could become the nominated undertaker for works to an existing station such as Euston. But whoever they are, all nominated undertakers will be bound by the obligations contained in the Bill and the policies established in the EMRs.
- 1.6. These information papers have been produced to explain the commitments made in the Bill and the EMRs and how they will be applied to the design and construction of the Proposed Scheme. They also provide information about the Proposed Scheme itself, the powers contained in the Bill and how particular decisions about the project have been reached.

¹The High Speed Rail (London – West Midlands) Bill, hereafter 'the Bill'.

2. Overview

- 2.1. This information paper outlines the Equality, Diversity and Inclusion (EDI) policy for HS2 Ltd, which we would expect any future nominated undertaker(s) to adopt.
- 2.2. The policy addresses HS2 Ltd's approach to embedding inclusion in its workforce and the planning, design, construction and operation of the HS2 project.
- 2.3. Equality, inclusion and diversity are all interlinked but there are subtle differences. At HS2 Ltd, we have interpreted these terms as follows:
 - equality, in essence, is about creating a fairer environment, where everyone can participate and has the opportunity to fulfil their potential;
 - inclusion is about engendering active participation amongst people who, because of their social identity, are generally less able to participate; and
 - diversity is simply about difference.

3. Legislation

- 3.1. Under the Equality Act 2010 there is an obligation for a public authority (and a person exercising public functions) to have regard to the Equality Duty (the Duty) set out in section 149 of that Act. The Duty requires public bodies to have due regard to the need to eliminate unlawful discrimination, to advance equality of opportunity and to foster good relations between those with a protected characteristic and all others. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 3.2. HS2 Ltd is bound by the Equality Act 2010 and needs to pay due regard to the Duty in shaping policy, on making decisions about, promoting and delivering the HS2 project.
- 3.3. HS2 Ltd considers equality legislation as setting minimum standards and aspires to go beyond the mechanistic approach of ticking boxes. HS2 Ltd is committed to working towards embedding EDI into mainstream management and businesses processes – but perhaps more importantly ensuring that it becomes an inextricable part of the whole value system of the organisation.

4. Governance

- 4.1. EDI is championed at the highest level in the organisation by the Chief Executive and the wider Board.
- 4.2. On a day to day basis, EDI is managed through line management.

5. Policy Principles

- 5.1. The HS2 project will be a catalyst for the delivery of transport systems and infrastructure that will be inclusive by: engaging with all stakeholders fairly,

delivering value through effective management of the design and building process; and operating a safe, sustainable and reliable system to provide exceptional levels of service to passengers.

5.2. To this end, HS2 Ltd will:

- embed, equality, diversity and inclusion in all its activities;
- work with stakeholders, including:
 - other transport providers;
 - affected parties including (but not limited to) tenants, landowners and occupiers;
 - communities;
 - staff;
 - contractors;
 - local and national government, and industry;
- approach its activities proactively by:
 - minimising the potential for discrimination, harassment and bullying;
 - seeking out opportunities to promote inclusive development;
 - seeking out the views of stakeholders;
 - seeking to ensure that people with protected characteristics do not experience disproportionate disadvantage as a result of the planning, design, construction and operation of the HS2 project; and
- create opportunities for local, disadvantaged and underrepresented people and companies to benefit from the investment in HS2 (e.g. National College for High Speed Rail).

6. Application of the policy

- 6.1. The policy applies to HS2 Ltd, its staff and its contractors. All staff and contractors can expect treatment in accordance with the policy and will be expected to implement the policy in the course of their work.
- 6.2. The policy enables HS2 Ltd to address the needs of people and communities who are from the nine protected characteristic groups as defined in the Equality Act 2010.
- 6.3. HS2 Ltd recognises that people may belong to and identify with more than one of the protected groups, and that this may complicate the issues that they experience as a result of the development and operation of the HS2 project.

7. Extent of the policy

- 7.1. The policy applies to all HS2 Ltd functions, employment related activities, and the planning, design, construction and operation of the railway. This includes:
 - employment policies, procedures and practices;

- the corporate governance framework and business planning activities;
 - processes for gathering and disseminating information;
 - procurement policies and procedures and the contractual framework; and
 - policies and standards which govern the operation and delivery of transport services.
- 7.2. HS2 Ltd and any future nominated undertaker(s) would be expected to apply the policy consistently and continuously throughout each stage of the project, ensuring that the railway can be constructed and operated in accordance with the principles of the policy.

8. Implementation

- 8.1. The EDI policy will be performance managed by a high level taskforce chaired by the Chief Executive. Implementation will be through HS2 Ltd's Management System. Implementation by suppliers and third parties will be achieved through contracts and agreements developed by HS2 Ltd.
- 8.2. The HS2 project is currently in the planning phase and will proceed to construction and operation after the Bill is enacted. The principles that have shaped the policy have informed HS2 Ltd's work so far. For example, an Equality Impact Assessment has been conducted to ascertain the impact of the project on individuals and communities. HS2 Ltd and any future nominated undertaker(s) would be expected to apply the EDI policy to all aspects of the HS2 project.

9. Review

- 9.1. The policy will be reviewed annually or more often in the event of a significant change in circumstances including new legislation or a specific request from stakeholders.

10. More information

- 10.1. More detail on the Bill and related documents can be found at: www.gov.uk/HS2