

# Transport for Wales recognised by inclusivity benchmark

December 3, 2021



Transport for Wales has been recognised as a Level 3 Disability Confident Leader.

Its teams celebrated after being awarded this distinction on International Day of Persons with Disabilities.

The programme was developed by the Department of Work and Pensions to create change, encouraging employers to think differently about disability and take action to improve how they recruit, retain, and develop disabled people.

More than 20,000 organisations are registered on the Disability Confident employer scheme overall, but only 1.9% of organisations – 57 in all – have achieved this highest level.

TfW is being developed following the principles of the Well-being of Future Generations (Wales) Act, and says it is fully embracing Equality, Diversity and Inclusion and embedding it within the workplace culture.

Since publishing its Strategic Equality Objectives in June 2020, TfW has set up an Equality, Diversity and Inclusion group, in which colleagues represent strands of protected characteristics such as multicultural,

multigenerational, gender, disability and LGBTQ+.

Disability Confident status is in line with TfW's commitment to Llwybr Newydd, Wales' transport strategy, being reflective of the diversity of the Welsh population and the communities served by TfW services.

TfW will also be lightning up its headquarters at Llys Cadwyn in Pontypridd in purple today to mark International Day of Persons with Disabilities. #PurpleLightUp is a global movement that celebrates and draws attention to the economic contribution made by 386 million disabled employees around the world.

Michael Evans, Transport for Wales' Disability Strand chair, said: "Transport for Wales is continuously leading the way in our community. Receiving the highest recognition level from the Department for Work and Pensions not only demonstrates to our employees our commitment, but also to all future employees that TfW is an inclusive work environment constantly striving to better itself.

"A huge thank you to everyone involved in the Disability Confident Leader recognition status from TfW employees and our external partners. Your engagement, commitment, and passion has been a true indicator of the work culture here at TfW."

Rachael Holbrook, TfW's Equality, Diversity and Inclusion (ED&I) Partner, said: "TfW is a fully inclusive organisation, where all colleagues are treated equally with respect and diversity is celebrated. Being a Disability Confident Leader is integral to our values and the Equality, Diversity and Inclusion work we are undertaking now and into the future. It's fantastic to see the accomplishments of our ED&I working group being recognised in helping us become a more inclusive employer.

"We're also extremely proud to be supporting #PurpleLightUp and recognising the contribution made by disabled employees, not just here in Wales, but around the world. It will be great to see our headquarters in Pontypridd lit up purple for this global celebration."