# What we aim to achieve over the next five years

## 1. Build a true voice for HS2 staff

**Ensure members are kept informed** of all the latest union work within HS2 and in the industry, and where HS2 stands on issues you care about.

**Uphold union values of democracy, collectivism and engagement in everything we do**. Hold elections for your workplace representatives, regularly meet with members, survey you on key issues and enable feedback and voting where appropriate on decisions that affect you.

**Use our union recognition and legislated role to improve transparency** within HS2 for TSSA members.

**Show leadership in HS2 forums, committees and networks**. Our members are engaged in many decision making bodies and we will support them to achieve positive change through their chosen and elected roles. Support will include training, advice, and campaign resources where possible.

## 2. Represent members and support you when you need it most, so you are not alone

**Set a standard for HS2 in handling of disciplinary cases and grievances**, ensuring members experience fair and timely processes.

**Ensure fairness and employee engagement in change processes.** Exercise the explicit role under law as the recognised Trade Union in representing HS2 staff in consultation, redundancy and other change processes, and in doing so establish our standard for best practice.

**Collectively bargain for pay and conditions**, specifically establishing collective bargaining for pay.

**Be involved in policy development and review**, addressing any gaps in content and/or execution and moving HS2 towards our industry standards and best practice.

**Promote the importance of funding public infrastructure projects**. Use our political, community and media relationships to positively change the public narrative to support HS2 and its expansion to Scotland.

tssa

www.tssa.org.uk/join

## 3. Be leaders in building a culture of respect for one another

Working with staff networks and other change leaders on initiatives to **embrace equality, diversity and inclusion**.

**Ensure managers are supported in their roles**, especially in leading people.

**Promote collaboration** through our work at HS2.

**Addressing bullying and harassment** and underlying causes such as discriminatory behaviour and bias or conflict inherent in processes and procedures; ensuring training, reporting and monitoring processes are meeting our standards.

## 4. Lead on equality, diversity & inclusion

**Fair Pay, Equal Pay,** established through an improved pay structure and collective bargaining, and gender pay gap and ethnicity pay gap reporting.

Improve diversity through negotiating inclusive policies and establishing best practice to **achieve 'Gold' in TSSA Equality Bargaining Standards**, such as LGBT+ Inclusive Workplaces, Mental Health & Wellbeing, Neurodiversity at Work, Flexible Working and Equal Pay.

**Engage HS2 in TSSA's industry leading campaigns** on Inclusive Rail, Mental Health & Wellbeing, Flexible Working and BAME inclusion and progression.

**Improve conditions for people with hidden disabilities**, such as a neurodiverse condition, mental ill-health, and those living with chronic pain.

## 5. Champion progression within HS2

**Identify the barriers to progression specific at HS2 and implement change**. Conduct research, monitor key indicators and review practices. Work with the company to implement strategies to address barriers to progression for all staff, especially groups who are under-represented in HS2 leadership roles.

**Establish Skills Reps** to champion learning and development at HS2.

Provide direct access to expertise and others innovating in their fields through our **Going Beyond** education approach of Communities of Practice.

**Support Apprentices.** Promote quality apprenticeship training and access to development opportunities.