

## ORR's Equality Objectives



- **To embed the Equality Act within the regulatory work of ORR**
  - Review ORR's practice and compliance in policy formation and decision making, address any areas of shortfall and promote examples of good practice.
  - Work with duty-holders and RSSB to ensure that incident and risk-monitoring tools reflect where safety incidents (including assaults) include individuals with protected characteristics.
  - Work with stakeholders to establish a consistent reporting procedure for passenger and workforce complaints relating to discrimination and harassment, showing protected characteristics and prohibited conduct.
  - Monitor and enforce compliance with DPPPs through station and passenger train licences.
  
- **ORR to embed the Equality Act 2010, as an employer and as a place to work.**
  - ORR will tackle discrimination and harassment, supporting a culture where differences are embraced, and leading to a reduction in staff reporting personal experience of discrimination and harassment.
  - Improve staff declaration-rates for protected characteristics, increasing workforce data to help identify and address any barriers to equality.
  - Monitor ORR's performance management system to ensure that it promotes equality of opportunity.