



CORPORATE GOVERNANCE

Inclusivity Corporate Policy

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10.0	19-09-20	Dawn Barker	Funmi Amusu	Executive Group	Annual Review. No changes made.

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1.0	12-02-10	Rob Paris	Andrew Elliott	Unknown	New Policy
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5.0		Nathan Pascutto	Non Owen	ExCom	Annual Review. Minor formatting changes made.
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Revision Changes:

Revision	Status / Description of Changes
10.0	Annual Review by Executive Group. No changes made.

Purpose

To minimise the barriers to participation for all members of the community whether as employees, customers or other stakeholders, whatever their identity or access needs, in activities relating to:

- Consultation and communication about Crossrail;
- The management and delivery Crossrail;
- The operation of Crossrail; and
- Use of the finished Crossrail railway.

Principles

Inclusivity is an approach to the whole organisation's work that proactively seeks to address the barriers to participation. The Crossrail Team will:

Make inclusivity an integral part of its mainstream activities and develop relationships with stakeholders, including:

- other transport providers;
- stakeholder communities;
- staff;
- suppliers and industry partners;
- local and national government; and
- industry.

Approach its activities proactively by:

- removing barriers in the planning, design, construction and future operation of Crossrail that limit what people can do or be;
- providing practical solutions that effectively tackle barriers to access for all communities in the simplest and safest way;
- seeking out opportunities to promote inclusive development;
- communicating and engaging with all London's diverse communities; and
- working to achieve the benefits, such as improved job opportunities, that people disadvantaged by inequality between different groups, by economics, or by geography can gain from having access to a modern transport system.

Create the potential to be included for people living in, working in or visiting London by:

- promoting equal opportunities for people to live in the way they value and would choose; and
- laying the groundwork for Crossrail's future services to deliver equal service outcomes to all its customers.

Promote the effectiveness of the policy by encouraging suppliers and industry partners to train and equip their people to promote inclusivity and deliver the policy.


Applicability, Implementation & Resources

This policy applies to all aspects of the Crossrail Programme. Implementation within the Crossrail Team is through the Crossrail Management System while implementation by suppliers and industry partners is achieved through contracts and agreements developed by the Crossrail Team in accordance with the Management System.

The Crossrail Team will ensure the availability of resources needed to implement this policy and ensure that it remains effective and relevant through regular reviews and updates.

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Reviewed by the Executive Group on 14 August 2020. No changes made.



Mark Wild
Chief Executive of Crossrail Limited