

Appendix 2

Women in Bus and Coach

London Region Charter

This document sets out the charter for the London Region Women in Bus and Coach network. Members commit to supporting and delivering the network's vision, mission and goals.

Our Vision

A bus and coach profession that embraces gender equality and provides dignity, respect and fairness for all.

Our Mission

Build, Unite and Support Women in the bus and coach profession to improve representation, retention, and opportunities for women.

Overview

The Women in Bus and Coach London Region Charter represents the commitment by the London bus and coach profession to making tangible improvements to gender equality and representation across all levels of the profession including recruitment, retention and access to career progression.

It provides common values and goals for individuals and organisations to align in their shared pursuit of improvements for women and encourages compassion in all instances.

Our Goals

- Setting, reviewing, and publishing targets for women in all roles throughout our bus and coach profession
- Providing access to networking, learning and development opportunities
- Challenging industry policies and practices that do not adequately support women's needs
- Identifying and encouraging role models to provide coaching and mentoring opportunities, including among allies to foster a more inclusive culture
- Promoting and celebrating the role of women in bus and coach through both internal and external engagement
- Sponsoring and supporting annual awards to showcase best practice and champion women and allies throughout the industry
- Fostering a profession where women can gain opportunities to progress their careers by working in partnership with other organisations to share ideas, knowledge, and learning
- Standing in solidarity to protect one another's wellbeing and welfare

In signing this Charter, the signatories, on behalf of their organisations, are committing to supporting and delivering this Charter.

Signatories: