

PRISM Pride is at the heart of Welsh Government



Diversity and Inclusion is at the heart of everything we do at Welsh Government as we develop and deliver policies for the wide range of people in Wales.

We have 5000 staff in offices across Wales. Our jobs are varied.

Staff work in health, education, the environment, sport, tourism, heritage, social justice and many other areas. We are committed to being an employer of choice.

We welcome a different and diverse work force that reflects the communities we serve, and see value in the differences of our employees so they can always be themselves.

Our outreach approaches that were developed and undertaken for the Apprenticeship Scheme 2017 saw the Welsh Government being awarded the CIPD People's Management Award for best diversity and inclusion initiative. This award recognises employers who are genuinely dedicated to creating a diverse and inclusive workplace. The work of diversity staff networks was integral to this success.

Our commitment to diversity was recognised when we were placed 12th out of 433 organisations in the 2018 Stonewall Workplace Index – making us the highest performing government, government department or government agency in the UK.

The Welsh Government has also been given gold status in 2017 and 2018 by awarding the civil service wide network for trans, non binary and intersex civil servants.

A commitment to diversity and inclusion is led by the top of the organisation.

The Permanent Secretary and her director generals are senior sponsors of our diversity networks while senior civil servants are reversed mentored by members of the networks to increase their understanding of the challenges faced by people with particular protected characteristics.

Working with our staff diversity networks is a vital part of our journey. We are a Stonewall Diversity Champion with our commitment to this agenda reflected in the achievements of PRISM, our award-winning LGBT+ Staff Network.

PRISM work in partnership with the Welsh Government to create a safe, inclusive and diverse working environment that encourages a culture of respect and equality for everyone.

Ran by our members for everyone in Welsh Government – whatever their sexual orientation, gender identity or expression, PRISM provides confidential peer support and advice to staff who are lesbian, gay, bisexual, trans or gender variant; hold social events and networking opportunities; shares information and provides a forum for discussion; provide opportunities for career and skills development.

PRISM contributes to and advises on relevant Welsh Government policies, practices, procedures and services; gives staff who identify as lesbian, gay, bisexual, trans or gender variant an opportunity to be heard; provide specific support as required. And provides advice and signposting to anyone, with or without Welsh Government, who do not identify as LGBT+ but would like to know more – or just meet for coffee and a Welsh cake!

A visible, successful network, PRISM was named as Stonewall Cymru's Best Performing Network 2018, won the UK Civil Service Rainbow Alliance (CSRA) LGBT+ Impact Award 2017 for their work within the community, and the UK Civil Service Diversity and Inclusion Award in 2016 for Championing LGBT People.

Stonewall UK, and Stonewall Cymru have both recognised PRISM as a trail blazer for promoting LGBT+ issues in Wales, and the UK – as have the Welsh, and UK Governments.

For example, we were featured as an example case study in the recent UK Civil Service Diversity and Inclusion Strategy.

This success is reflected in our ever growing Network, and the real difference to our members' lives in Wales. Recently PRISM membership rose by 10% and the number of our Allies shot up by 148%.



SPONSORED FEATURE

WELSH DIVERSITY AND EQUALITY

THE WELSH GOVERNMENT IS COMMITTED TO DIVERSITY IN THE WORKPLACE

We are working to help improve the lives of people in Wales and make Wales a better place in which to live and work.

The Welsh Government consists of:

- The First Minister
- Welsh Ministers
- The Counsel General
- Deputy Ministers

They are supported by civil servants who work across devolved areas that include key areas of public life such as health, education and the environment.

We aim to be open and responsive to the needs of citizens and communities and are one of the few governments in the world that publishes Cabinet minutes and papers.

With offices across Wales, including Cardiff, Merthyr Tydfil, Aberystwyth and Llanidloes Junction, we are getting closer to the people we serve.

The core strengths of the civil service – political neutrality, efficient administration, good government and sound management of public funds – have provided a solid foundation that has enabled us to build the most distributed organisation that now supports the Welsh Government.

Our main challenge in the years ahead will be how effectively we can support Welsh ministers through the next stage of the devolution journey, while focussing relentlessly on the delivery of the Programme for Government.

If you are looking for a new career, then a job in the Welsh Government is a great place to start.

"We are committed to being an LGBT+ inclusive organisation so that LGBT+ civil servants are able to be themselves in the workplace"

other businesses in Wales who want to ensure their LGBT+ staff are confident in the workplace.

We are also making progress on trans inclusion, with new policies, training and our own trans champions. Our staff LGBT+ network PRISM has won a number of awards including Stonewall Cymru's network of the year 2015, UK Civil Service Rainbow Alliance Impact Award 2015 and UK Civil Service Diversity and Inclusion Award 2016. Welsh Government has been long listed for the Pink News Public Service Equality Award 2018.

