

## 7. Equality and Diversity

Under our Strategic Equality Plan Objective, the Welsh Government will aim to be an exemplar in the Equality Diversity and Inclusion agenda by 2020.

The Equality Act 2010 legally protects people from discrimination, harassment or victimisation in the workplace and in wider society. There are nine protected characteristics under the Act which means it is unlawful to discriminate against anyone because of:

- Age
- Sex
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Race including colour, nationality, ethnic or national origin
- Disability
- Religion, belief or lack of religion/belief
- Gender reassignment (medical or otherwise)
- Sexual orientation

Everyone working for the Welsh Government is expected to behave in a manner which respects the dignity of colleagues, business partners, contacts, customers and members of the public at all times regardless of their protected characteristics.

To support the Equality and Diversity agenda and ensure that the right behaviours are embedded in everything we do, the organisation has appointed a **Senior Board Equality Champion** and **Departmental Diversity Champions**.

The Senior Board Equality Champion has an overarching role for the organisation. The Departmental Diversity Champions are senior leaders who sit on the **Diversity and Inclusion Steering Group**, act as advocates for equality, provide challenge where needed and raise awareness across their individual work areas on equality and diversity issues. These are supported by the **Equality in the Workplace Team**.

We have four **Staff Diversity Networks** which give under-represented groups a voice. These offer networking opportunities, support to colleagues and act as an advisory body to internal policy makers. Each network is led by a Chair or Co-Chairs and the groups are:

- Disability Awareness and Support Group (DAAS)
- Minority Ethnic Staff Network (MESN)
- PRISM: LGBT+
- Women Together

## Screenshot PRISM external hand-out used for outreach



### Why does the Welsh Government have an LGBTI+ staff network?

We in PRISM work in partnership with the Welsh Government to create a safe, inclusive and diverse working environment. We encourage a culture of respect and equality for everyone regardless of their sexual orientation or gender identity, so that every individual can reach their full potential without fear of discrimination.

### Who we are

PRISM is run by and for our members. There are currently two co-chairs and 12 full Board members with specific roles. If you feel you can contribute and would like join the committee please contact us at .

### We

- provide confidential peer support and advice to staff who identify as lesbian, gay, bisexual, trans or gender variant
- hold social events and networking opportunities
- share information and provide a forum for discussion
- provide opportunities for career and skills development
- contribute to and advise on relevant Welsh Government policies, practices, procedures and services
- give staff who identify as lesbian, gay, bisexual, trans or gender variant an opportunity to be heard
- provide specific support as required
- provide advice and signposting to anyone, within or without Welsh Government, who do not identify as

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- provide specific support as required
- provide advice and signposting to anyone, within or without Welsh Government, who do not identify as LGBTI+ but would like to know more – or just meet for a cuppa!

## Get involved

The PRISM LGBTI+ Network is open to all members of staff within Welsh Government and to all external public and private sector organisations who support our aims.

There are three easy ways you can join PRISM:

1. As a **Member**: Welsh Government staff who identify as LGBTI+.
2. As an **Ally**: Welsh Government staff who do not identify as LGBTI+ but actively support our aims.
3. As a **Friend**: Non-Welsh Government staff, in public or private sector, who are LGBTI+ staff and/or actively support our aims.

## Contact us

Would like to join us or know more? You can email [prism@welsh.gov.uk](mailto:prism@welsh.gov.uk) or check out our Twitter feed <https://twitter.com/prismwelsh> which is also a good place to chat, learn and make friends. **A warm welcome awaits you!**



HIGHLY COMMENDED  
NETWORK  
GROUP

