

Civil Service LGBT+ Network

John Peart

Chair

Civil Service LGBT+ Network

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The **Civil Service LGBT+ Network** exists so that LGBT+ civil servants feel safe at work, have a sense of belonging, and are supported in their careers.

Using staff networks to support LGBT+ career development and inclusion

1. Identifying the problem
2. Creating a cross-government programme
3. Measuring the impact and effectiveness

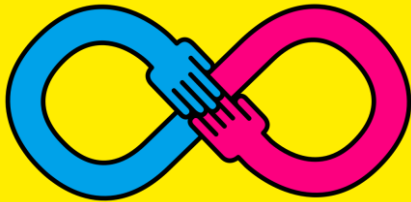
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LGBT+ civil servants:

- feel like they don't have the same development opportunities as straight and cisgendered staff
- struggle to identify LGBT+ role models across government



Civil Service LGBT+ mentoring programme

1. Identifying the problem
- 2. Creating a cross-government programme**
3. Measuring the impact and effectiveness

This programme had to be:

1. able to be delivered quickly
2. delivered at zero cost
3. administered by one person in their spare time
4. scale to unknown levels of demand

1. Speed mentoring
2. Long term mentoring

425 mentors

550 mentees

80 organisations

1,150 speed mentoring matches

600 hours of speed mentoring

3,000 hours of long term mentoring

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The programme is working.

“Just to say thanks so much for organising the mentoring programme. **My mentee got the promotion they wanted and said they couldn't have done it without my help** (sorry for lack of modesty!) and I **also got the promotion I wanted, which I couldn't have done without the help of my mentor.**”

“I [...] wanted to bring to your attention my very positive experience following my match via speed mentoring. [...]

“Without his assistance I would not have been successful in securing the role and I will be forever grateful to him.”

**Only a staff network could have
achieved this much, this quickly.**

Staff networks exist so that LGBT+ employees feel safe at work, have a sense of belonging, and are supported in their careers.

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Thanks!