

**ofgem**

Making a positive difference  
for energy consumers



Power in

**P**ride

Promise

COMMITMENT  
**one**

We ensure that visibility is given to LGBT+ related issues

Visibility is vital in ensuring that new and existing colleagues are able to come out at work and overcome the hidden diversity barrier. We will make sure that visible cues exist in the office space to show that this is a safe working environment for LGBT+ to be themselves.

We will continue to build a strong body of informed staff allies to support other LGBT+ colleagues

Straight allies must exist throughout the organisation who can be aware of LGBT+ related micro-aggressions. Allies must also be confident in appropriately responding in these instances to lift associated burden from this directly affected. Training and materials will be used to create this core of informed allies.

COMMITMENT  
**two**

COMMITMENT  
**three**

We ensure that our zero tolerance policy on the bullying & harassment is applied to LGBT+ individuals

Ofgem has a zero tolerance policy on bullying or harassment for all staff. When such a case is brought forward by an LGBT+ individual, it is vital their identity is considered given the potential for unconscious bias.

We ensure that LGBT+ staff have access to tailored and appropriate mental health services

LGBT+ individuals are disproportionately affected by poor mental health. We commit to appropriate signposting to specific LGBT+ services and also to having aware and informed mental health first aiders

COMMITMENT  
**four**

COMMITMENT  
**five**

We will support LGBT+ individuals who have another protected characteristic, such as identifying as female, from an ethnic minority background, having a disability

It is important that everyone feels included at Ofgem. Those with multiple protected characteristics face unique barriers that must be addressed in a tailored manner. Therefore, we will engage with these individuals on a 1-2-1 basis to better understand their needs





Ofgem's principal function is to protect the interests of existing and future energy consumers. Through the publication of Ofgem's first Diversity and Inclusion strategy, Ofgem recognised the importance of having a diverse workforce that can deliver to the broadening diversity across GB energy consumers. Ofgem is ambitious in its aim to create a highly inclusive working environment for LGBT+ individuals and wishes to work alongside other energy market stakeholders to ensure that LGBT+ individuals working in the industry feel that they belong.

Inspired by the Powerful Women's Pledge and the Bank of England's Out & Proud Charter, Ofgem's Power in Pride Promise is a public commitment to supporting and protecting LGBT+ colleagues. We intend to use this commitment as a prompt in discussing what other energy stakeholders do for LGBT+ colleagues within their organisations. The Power in Pride Promise aims to create a safe working environment where members of the LGBT+ community feel they can be entirely and authentically themselves regardless of sexual orientation, gender identity or gender expression.



