

What is the Civil Service Rainbow Alliance (CSRA)?

CSRA is the umbrella organisation of 'grass roots' staff networks that support lesbian, gay and bisexual (LGB) civil servants in central Government Departments, Agencies and their associated Public Bodies. It's focus is upon LGB issues of sexual orientation.

Many of CSRA's constituent staff groups are also gender identity staff groups. Sexual orientation necessarily interfaces with issues of gender identity, however, where appropriate, such issues are directed to a:gender – the civil service-wide gender identity organisation.

CSRA is an independent organisation that is neither affiliated with management of the civil service nor the staff unions, and resolutely remains, and should appear to remain, independent of both.

Who is in CSRA?

CSRA is made up of representatives from Government Departments and their agencies, LGB&T network groups. All LGB&T members of staff within the Civil Service are able to become members of CSRA.

In addition CSRA welcomes non LGB&T colleagues as associate members.

Our role - what are the aims and objectives of CSRA?

CSRA's has two overall aims. Firstly CSRA has a pastoral role to support LGB & T staff in the workplace and support departmental network groups. Secondly CSRA has an advocacy role to represent and articulate the views of LGB & T staff to the rest of the Civil Service.

To deliver against these aims, CSRA has the following objectives:

Pastoral

- Provide advice and support to LGB & T staff on workplace issues
- Support the development of departmental network groups
- Help to promote departmental network events
- Support departmental network activity through sharing best practice and providing guidance
- Organise cross Civil Service events related to LGB & T staff and / or workplace issues.

Advocacy

- Promote LGB & T Departmental Network groups.

- Represent the views of LGB & T Civil Servants within and across the Civil Service.
- Raise the profile of sexual orientation and gender identity issues in the Civil Service.
- Help the Civil Service to become more of an LGB & T friendly employer.
- Promote the Civil Services' achievements in supporting LGB & T staff

What is a:gender ?

a:gender is the support network for staff in government departments / agencies who have changed or need to change permanently their perceived gender, or who identify as intersex.

About us

The numbers of TS/TG staff in individual departments are relatively small and some LGB networks in the civil service will not support TS/TG staff who identify as heterosexual, the issue being one of gender identity and not sexual orientation. This can reinforce feelings of isolation and exclusion.

We therefore decided to form a network that embraced TS/TG and intersex staff across the whole civil service, and its agencies and associated departments/offices.

What are our priorities?

- To establish a:gender as a respected source of advice and information that Departments can draw on, when needed.
- To provide advice and information on the Gender Recognition Act
- To liaise between government departments and the 'external' providers of support for TS/TG/intersex people (eg. Press For Change, Gender Trust).
- To provide advice and support for staff who are being harassed and discriminated against in the workplace.
- To hold regular meetings and local contact points for staff who are transitioning, have transitioned, or are about to transition.

Our aims and objectives are:

- To provide confidential and mutual support and a safe environment for members to share experiences of working in the Civil Service, its agencies and associated departments/offices.
- To increase knowledge of issues affecting transsexual/transgender staff, and staff who identify as intersex.
- To work towards the eradication of individual and institutionalised transphobia
- To provide consultation to, and to raise concerns with, senior managers.
- To offer advice on issues relating to transsexual/transgender staff, and staff who identify as intersex, to meetings, induction projects, training, etc.
- To work towards consistent best practice of treatment and benefits for transsexual/transgender and intersex staff
- To support compliance with the Public Sector Duty across the Civil Service by helping to identify discrimination against, and harassment of, transsexual people, both as employees and as service users, and to

assist constructively in the reduction and, where possible, elimination of these adverse impacts.