



Meet Jenna Nicolle-Gaughan

I have recently been appointed as the Performance and Compliance Manager for Dam Safety, having worked for Welsh Water for nine years in a variety of roles across a number of departments.

In my previous role as the Communication and Collaboration Manager for the Capital Delivery Alliance, I was the lead for the 'People' workstream of the Alliance Business Plan with the aim of *cultivating a stimulating, enjoyable and inclusive place to work*. This workstream secured the commitment from Alliance Board to "treat everyone with respect, celebrate people's difference and drive an EDI agenda through our Alliance".

Outside of work, my time is spent with my wife Liz (who also works for Welsh Water) and our two year old son, Maccsen.



Meet Jo Cullen

I'm the Area Water Resource Manager for North Wales, based in Dinas, and have worked in Welsh Water for 6 years. I strongly believe that to achieve the most dynamic and effective workforce we need to fully embrace diversity and inclusivity. We need people from a variety of different communities and backgrounds to provide new suggestions, different perspectives and innovative solutions. It's also absolutely right that all employees feel valued and respected for who they are, and that we foster a culture of mutual respect.

As a registered STEM ambassador I work with local schools and community groups to inspire young people to progress further in science, technology, engineering and maths (STEM) subjects. I aim to encourage children to think outside of the classroom and realise the value of science and maths in the real world.



Meet Stephne Puddy

I have worked at Welsh Water, in the HR team for eight years. In this time I have seen great progress being made and some great results. However I know we are not there yet and there is so much more we can do. I believe Welsh Water is a great place to work - but if we all work together we can make it even better. I want everyone to be able to come to work and be themselves, regardless of their protected characteristic. If everyone can be them self they will flourish in their work and having a diverse workforce has so many benefits.

Having this forum is really exciting and shows the commitment being made and I look forward to being part of a group that I know will make a difference.



Meet Joshua Williams

I joined Welsh Water in 2017 as a graduate and now work as a process and commissioning scientist for our wastewater side of the business. Ever since joining I have felt the culture within Welsh Water to be open and inclusive allowing me to be myself and be happy when I come to work. When the chance came about to become an ambassador for the inclusivity group I thought it would be a great opportunity to help shape and promote our plans as a business and make working in Welsh Water a better place for all.

Promoting equality, diversity and inclusivity not only internally but to those looking to join will greatly benefit us in the future. This will help us to overcome challenges by offering different points of view and innovative solutions that a less diverse workforce would be able to deliver, whilst in a friendly accepting environment.



Meet Ali Helu

I've worked in Dŵr Cymru as a Wastewater Assets Performance Coordinator for 4 Years. For me, promoting and supporting diversity in the workplace is not only an important aspect of good people management, it's about valuing everyone in the organisation as an individual. However, to reap the benefits of a diverse workforce it's vital to have an inclusive environment where everyone feels able to participate and achieve their potential.

What makes me proud to work for Dŵr Cymru is that this organisation doesn't just settle for meeting the minimum UK legal compliance standards covering age, disability, race, religion, gender, sexual orientation, etc. but also goes above and beyond to add value to employee well-being and engagement every day



Meet Rebecca Snell

I have recently been appointed as the Risk Management Support Technician in the Water Assets department, having worked for Welsh Water for 5 years. With a scientific background, I have always believed no one should be stopped from following what they enjoy because of their gender or another characteristic. Since joining Welsh Water, I have been diagnosed with a progressive neurological condition which has opened my eyes to the obstacles that disabled people can face in and outside of work, many that are not obvious to most. I had to rethink my career path because of this, and I want to be able to support anyone else facing similar situations, and help educate the business and colleagues to increase equal access. I already think Welsh Water is a great place to work, but there is much more we can do to ensure that everyone has equal opportunities and there no barriers stopping them from succeeding. I believe as a company we should reflect the diverse customer base we supply.

Meet Nkechi Allen-Dawson



I have worked at Welsh Water as part of the BIS team since October 2016. Working as a Commercial Analyst within the BIS team presents an excellent opportunity for me to progress my career and for me to add value to my professional experience in a way that empowers me to offer something unique to Welsh Water, and at the same time, contribute meaningfully to the wider community.

I am interested in learning and personal development and have over 5 years of customer service and marketing experience. I have a passion for languages and travelling in order to discover different cultures. I am fluent in French and Italian and see language as a source of insight into a wide range of human pursuits and capabilities. Considering the growing awareness of bilingualism in today's society, I also see knowledge of languages as a marketable commodity in a world which values effective communication skills. I am currently the Marketing Manager for a Community Group with two others called Afribate African Voices, which seeks to build strong role models for young Asylum seekers in South Wales. Shifting thinking from checkboxes and quotas to inclusive behaviour cultivated from the top down is not just good for culture - it's good for business! I strongly believe that inclusion should be about prioritising the people in the business and amplifying their voices.

Meet Vicky Morris



I have worked at Welsh Water for three years in the Continuous Improvement team, starting my career here as a Trainer and recently moving to the Delivery Excellence team. One of the main focuses of my role is to drive improvements throughout the business to make it the best it can be and although I believe Welsh Water is a great place to work, we can always be better. I believe that everyone should be able to be who they are in work, without judgement or assumption and that is one of the reasons I wanted to be involved with the Diversity and Inclusion group.

Being a member of the LGBTQI+ community myself and having dealt with some previous discrimination, I can truly empathise with the challenges that minority groups can face. This includes within the workplace and within their day-to-day lives and I'd love to be able to help.

Outside of work, most of my time is spent with my partner Shanice, or running around after our dog Wilson, who drives us mad daily!

Meet Jodie Evans



I joined Welsh Water in July 2019 in order to help form the new Recruitment Team based in Cardiff (Linea) then due to launch September 2019. I was hired due to my prior experience within recruitment and headhunting both at recruitment agencies and in-house within HR teams across London. Just before joining Welsh Water, I worked as an Employment Specialist working with secondary care mental health patients within the NHS Community Mental Health team. I also worked as a student Psychologist within the Prison Service throughout my degree. I have always been passionate about making a difference and supporting those with challenges and barriers to work. I believe everyone has the right to work and to achieve their full potential. I am currently working on talent attraction strategies at Welsh Water and looking at how we can increase applications from diverse populations, with a particular focus on BAME. Outside of work, I keep myself busy looking after my young daughter and enjoying being back in the beautiful Welsh countryside!

Meet Paul Woodbridge



I have worked for Welsh Water since 2012 and am now Analytical Services Manager within the Quality Policy and Compliance Team. I lead a team of over 50 Scientists and Technicians providing chemical and microbiological analysis of clean waters.

I believe teams are most effective when they draw from the widest set of experiences. The best way to achieve this is by recognising, accepting and championing diversity. I have been fortunate in most of my working life as I have been accepted for who I am and valued for what I can do. However, I also know what it can feel like to go to work in fear of what others might say or even do if they found out I was part of the LGBTQI+ community. I don't want anyone to ever feel they can't be themselves while working at Welsh Water.

Welsh Water is the best company I've ever worked for but there is always more we can do. That's why I'm proud to be an Inclusivity Ambassador.