

Diversity equality and inclusion statement

Our staff bring a range of skills, talents, diverse thinking and positive experience to the Office. We are committed to maintaining a positive workplace environment in which all staff feel valued and included. We aim to generate an atmosphere of equality, dignity and respect for all staff and to promote an environment free from discrimination on any grounds, including race, gender, marital status, family status, sexual orientation, religion, age, disability and membership of the travelling community.

Our diversity, equality and inclusion efforts will focus on further developing a culture where all employees are inspired to share their ideas, talents and passions, through

- equality of opportunity - all staff will be recruited, selected and advised of opportunities within the organisation based on ability and merit
- leading and managing inclusively and embracing difference
- creating a work environment that fosters growth and development
- engaging with our stakeholders in a way that reflects and respects their perspectives and experience.

Our goal is to foster an environment where individuality and differences are respected and valued.

A list of useful information and contacts is appended to this statement.

Appendix 1 - Policies/Codes of Practice/Circulars

Employment of People with Disabilities, Department of Finance Code of Practice, March 1994

Gender Equality Policy for the Civil Service, Department of Finance (Circular 42/2001)

Diversity in the Civil Service – A Policy on Equality of Opportunity, Department of Finance (Circular 24/2002)

Dignity at Work Policy, Department of Public Expenditure and Reform, Feb 2015

Acceptable Use of Office Resources, Office Notice 01/2016

People Strategy for the Civil Service 2017-2020, Department of Public Expenditure and Reform, October 2017

Appendix 2 – Useful Contacts

The Office Wellhub site (<http://ocag.wellhub.info/>)

HR Management in the Civil Service, DPER (<http://hr.per.gov.ie>)

Department of Justice and Equality (section on Equality & Integration, <http://www.justice.ie>)

Irish Human Rights and Equality Commissions (<http://www.ihrec.ie>)

Civil Service Employee Assistance Service (<http://www.cseas.gov.ie>)

National Disability Authority (<http://nda.ie/>)

National Anti-Racism Awareness Programme (www.knowracism.ie)

LGBT Ireland (<http://lgbt.ie/>)

Civil Service Unions

- CPSU (<http://cpsu.ie/>)
- PSEU (www.pseu.ie)
- AHCPS (www.ahcps.ie)

Government circulars (www.circulars.gov.ie)