

Equality, Diversity & Inclusion Strategy (2024-2026)



poistphoiblí
publicjobs

ED&I 2021-23

PAS' first ED&I strategy ended in December 2023.

The refreshed ED&I strategy for 2023-2026 will continue to focus on the three key areas: better data and insights, better processes and continuing to influence and lead by example for our partners and clients on inclusive recruitment, building on the success of the last three years.



Change Area 1

Greater knowledge and understanding
of diversity in the recruitment market
& the Irish Public sector

By 2026, we will have:

- Developed a ***data driven, evidence-based diversity profile*** of candidates
- Supported the **development of a regular reporting mechanism** for equality monitoring data
- Contributed to the wider public sector **development of tools to gather, collate and analysis the diversity profiles** of employees
- **Increased our engagement** with relevant representative organisations and candidates from diverse backgrounds to understand how to remove employment barriers
- **Identified new stakeholders, representative organisations** to engage with to support inclusive policy and process development



Change Area 1

Actions

- **Develop of a regular reporting mechanism for equality monitoring** data throughout recruitment process and for ad hoc requests
- **Update equality questions** on Applicant Profile question on Publicjobs.ie to reflect census 2022 to enable benchmarking against diversity in wider Irish society
- Identify **new data points** to track diversity and inclusion
- **Broaden and deepen public outreach** to ensure the plurality of voices influencing our work
- Identify **strategic stakeholders & new opportunities** for collaborations
- Establish more **regular engagement** with key candidates, clients & stakeholder groups via forum or network
- Support **increase in number of testimonials** from people from diverse backgrounds on Publicjobs.ie



Change Area 2

Recruitment and selection processes encourage and enable access to candidates from diverse backgrounds

By 2026, we will have:

- Implemented appropriate recommendations from various ED&I diagnostic reviews
- Supported the development of robust ED&I training for publicjobs staff
- Supported the identification of potential candidates to increase diversity of interview board members' pool
- Supported the continuous review of relevant communications, to ensure accessibility
- Established publicjobs as a recognised thought leader for attraction, recruitment and selection



Change Area 2

Actions

- Continue to **implement recommendations** from various process reviews to make recruitment process more equitable and inclusive
- **Build and pilot** on learning from reasonable accommodation co-design project
- **Support BMU to drive diversity** in board members; help to identify suitable candidates for board members unit
- Actively **showcase examples of excellent ED&I recruitment, selection** and other business services from across sector, from the private sector and internationally
- Continue to support more **inclusive language** as it evolves
- Continue to support work to make publicjobs.ie compliant with **WCAG 2.2.**
- Ensured that **equality and inclusion is embedded in recruitment service level agreements**



Change Area 3

In leading by example, we will support our clients to build public sector workplaces that embrace inclusion and reflect society

By 2026, we will have:

- Tested & incorporated positive action steps into inclusive routes models underrepresented groups
- Be recognised by as a leader in inclusive, equitable recruitment
- Expanded our network of stakeholders & partners through participation in external engagements to influence the sector on inclusive recruitment policies and practices.
- Influenced wider service through active participation in networks and cross sector collaboration groups.



Change Area 3

Actions

- Explore and **develop new routes to permanency** for other underrepresented groups
- Develop and **test a new co-designed universally accessible reasonable accommodation** process for assignment and onboarding with participating client departments.
- Support departments, by **sharing the findings and outcomes** on RA pilot to scale/replicate new RA process
- Build on **extensive engagement activities** to develop more strategic partnerships across CS/PS
- Develop opportunities for **positive action** in route to perm programmes



Metrics for Success

70%

positive feedback from candidates' surveys on accessibility

5

new stakeholder relationships in equality, diversity and inclusion organisations across any sector, per year

20%

Increase in application and assignments on the 2021 baseline from candidates with an ethnic minority background (NUA26)

20%

Increase in application and assignments on the 2021 baseline from disabled candidates (NUA26)

50

external engagements with clients, partners, stakeholders, per year

