



THE BAR  
OF IRELAND

*The Law Library*

BARRA NA hÉIREANN

*An Leabharlann Dlí*

Staff Equality, Diversity &  
Inclusion (EDI) Committee  
**A REFRESHED PLAN 2024**

# A Refreshed Plan 2024

## EDI AT THE BAR OF IRELAND

The Bar of Ireland is committed to building a model working environment for equality, diversity and inclusion; where social justice, the celebration of differences, and employee empowerment drive our actions. We want a welcoming workplace, where a sense of belonging and peer connection are at the heart. Our team understand that when we can be ourselves at work and live our values everyday, we can reach our full potential.

In pursuance of this goal, a clear set of objectives driven by a programme of work have been drafted to retain a continued EDI focus on our practices as an employer. Commitments without actions are just words; we want to make real change.

## A REFRESHED PLAN

The organisation is proud to commit to the Staff EDI Action Plan for 2024. The objectives set within our plan work in tandem with the Equality Action Plan in operation for Members, bringing synergy to our endeavours and a joint commitment to improvement. By working as a collective, we can make a real difference.

In 2024, supported with oversight by our Staff EDI Committee, The Bar of Ireland commits to achieving these objectives and related aims. We recognise that embedding an EDI culture is not a single set of actions and acknowledge it will require ongoing investment and focus by our management, colleagues and the team as a whole.

The agreed activities will build upon the important foundational work completed in our inaugural Staff EDI Plan 2022/2023. The next steps have been carefully considered, with research undertaken on key matters and guidance sought from the Irish Centre for Diversity.

These objectives are underpinned by clear actions to guide the achievement of these aims.

A timeline of completion by December 2024 for all objectives has been agreed.

## OVERSIGHT

This EDI Plan is sponsored by the Chief Executive Officer, Ciara Murphy, and overseen by the Staff EDI Committee: Lindsay Bond, Paul Moloney, Andrew Byrne, Niamh Butler, Glen McCarthy, Samantha de Paor, Madara Eglite, Michelle Farrell, Damien Grenham and Heather Iland.

The Director of HR, Paula Corrigan and the EDI & Wellbeing Co Ordinator will support and provide administration on behalf of the Staff Committee.

Progress reports on the delivery of the actions will be shared in two updates provided through the Staff Briefing and by Update Memo to Behind the Bar [Employee Portal].

### **The Objectives:**

- **Objective 1:** To enhance the public awareness of TBOI as proactive advocate for Equality, Diversity & Inclusion, and an Equal Opportunity Employer.
- **Objective 2:** To embed our EDI ethos in our workplace through continued investment in staff EDI awareness activities.
- **Objective 3:** To enhance and support diversity of talent in employment at The Bar.
- **Objective 4:** To ensure fair and equal access to learning and development activities and career progression opportunities for all staff.
- **Objective 5:** To enhance the accessibility of all workspaces, events and staff services.

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## **OBJECTIVE 1: TO ENHANCE THE PUBLIC AWARENESS OF TBOI AS PROACTIVE ADVOCATE FOR EQUALITY, DIVERSITY & INCLUSION, AND AN EQUAL OPPORTUNITY EMPLOYER:**

- Advance our EDI Mark Accreditation: Achieve Investors in Diversity Silver Status,
- Become a Jamcard Partner; JAM Card provides an easy way for organisations to identify people with communication barriers and hidden disabilities to give them quality customer care based on their needs,
- Voluntarily publish our Gender Pay Gap data. [reporting obligations commence in 2025]

## **OBJECTIVE 2: TO EMBED OUR EDI ETHOS IN OUR WORKPLACE THROUGH CONTINUED INVESTMENT IN STAFF EDI AWARENESS ACTIVITIES:**

- Deliver EDI staff awareness and continued learning activities.
- Source new starter induction material focused on understanding EDI and reflecting on unconscious bias as they are linchpins in connecting the commitments to action.
- Leadership training to further embed inclusive leadership practices.
- Reinforce the staff voice behind EDI initiatives by proactively seek suggestions from staff on topics/ actions of interest.

## **OBJECTIVE 3: TO ENHANCE AND SUPPORT DIVERSITY OF TALENT IN EMPLOYMENT AT THE BAR:**

- Complete inclusion recruitment training skills for all colleagues involved in recruitment.
- Engage with recruitment agencies in place to understand their EDI policies and to outline our expectation of a diverse talent pool.
- Create a dedicated page on the external website to reference the Bar as an employer and call out our EDI mission and policies.
- Ensure all external recruitment advertisements denote our commitment to EDI and accessibility.

## **OBJECTIVE 4: TO ENSURE FAIR AND EQUAL ACCESS TO LEARNING AND DEVELOPMENT ACTIVITIES AND CAREER PROGRESSION OPPORTUNITIES FOR ALL STAFF:**

- Enhance communication on CPD opportunities to ensure equal understanding and fair access.
- Skills development training on neurodiversity for managers to ensure we are supporting all colleagues in the manner in which they need to excel in their roles.

## **OBJECTIVE 5: TO ENHANCE THE ACCESSIBILITY OF ALL WORKSPACES, EVENTS AND STAFF SERVICES:**

- Support the actions underway by the wider organisation regarding accessibility,
- Ensure our work environment and staff events are considered with an accessibility lens.