NICS DIVERSITY ACTION PLAN 2024–25

Northern Ireland
Civil Service

People and Organisational Development

Foreword
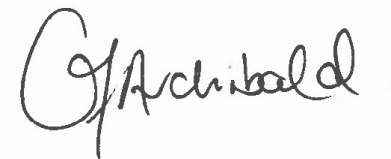

Dr Caoimhe Archibald Mla
MINISTER OF FINANCE

The Civil Service is committed to providing a positive supportive and inclusive workplace where everyone can fully participate, perform at their best and reach their potential.

Since taking up my role as Finance Minister, I have been impressed by the progress being made to further the Civil Service's diversity and inclusion agenda. As one of the largest employers here and given the Civil Service's public policy and service provider role, diversity and inclusion is a key strategic priority and one which I am personally committed to. Equality, diversity, and inclusion must be at the heart of everything we do - it will help us to attract and retain the best, most diverse talent; create diversity of thought which supports better policy making; and will deliver better services to the citizens we serve. The 2024-2025 Diversity Action Plan reinforces our ambition and commitment to creating a truly diverse and inclusive Civil service, where everyone can thrive and be their true selves.

While great progress has been made over the last few years, and should rightly be celebrated, we know there is still more to do, particularly in relation to diversifying our workforce so that it is more reflective of the society we serve and building awareness and understanding of diversity and inclusion and why it matters, so that it becomes fully embedded within our workforce culture. The actions committed to under this year's Diversity Action Plan are designed to help deliver progress against these key issues and ensure the Civil Service is an inclusive and supportive workplace.

Dr Caoimhe Archibald MLA
MINISTER OF FINANCE

Introduction

Katrina Godfrey
NICS DIVERSITY CHAMPION

Jill Minne
NICS DIVERSITY CHAMPION

As we embark on a new Diversity Action Plan for this year, it is important to reflect on what we have achieved over the last 12 months, the impact this has had, and how to build on this progress.

Despite operating with significant political and financial constraints in 2023/24, through the dedication of senior leaders as Diversity Champions, our staff networks and colleagues within our People and Organisational Development Group, we have delivered new learning resources, created a new Cancer Support network, expanded peer support and delivered a range of activities to deepen understanding of diversity issues- there is a lot to be proud of!

Benchmarking remains a key tool in measuring our diversity and inclusion progress and we are proud of the accolades awarded in the last year through external independent assessment, including the Silver Diversity Mark, Silver Stonewall Employer Award, the Disability Positive accreditation as well as retaining the Gold Onus Workplace Charter. In the last year we have renewed

our commitment to the White Ribbon Charter to end violence against women and girls and signed the Race at Work Charter to champion racial equality. These new diversity charters and external benchmarking assessments have helped identify areas where we can improve and have informed the targeted actions in this plan.

We are making a difference: our workforce is diversifying; our employment practices and policies are evolving to meet your changing needs and reflect best practice - your encouraging feedback reinforces the progress that is being made.

Diversifying our workforce however must be supported by inclusive workplace cultures where everyone is treated fairly with dignity, and where differing perspectives and opinions are respected and valued. Our strategy this year will focus on three key pillars of activity: (i) embedding equality, diversity, and inclusion across the Service; (ii) health and wellbeing and (iii) employability skills and Civil Service opportunities.

In tandem to delivering this plan, a substantial body of work is being taken forward to develop a new People Strategy for the Civil Service which will align with the Programme for Government and support the people, organisational, leadership and change priorities for 2024/25 and beyond. Equality, diversity and inclusion will be at the core of the People Strategy and will build on the work delivered to date to ensure we have a diverse talent base at every level in the Civil Service, that reflects the communities we serve.

Katrina Godfrey
NICS DIVERSITY CHAMPION

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What is diversity and inclusion?

The term diversity and inclusion are generally referred to together, but they are different from each other, and one does not necessarily lead to the other.

Diversity

Diversity is very much recognising that each and every one of us is different. We each have different backgrounds, experiences, skills, abilities and circumstances.

Workplace diversity is recognising and understanding differences between people including those of different races; ethnicities; genders; ages; religions; disabilities; sexual orientations; education; socio-economic backgrounds; personalities; skill sets; experiences; and knowledge bases.

Diversity fosters innovation, creativity and empathy and can also bring stronger governance and better problem-solving capability, as colleagues with diverse backgrounds bring to bear their own perspectives, ideas and experiences.

Inclusion

Others may recognise our differences, but this does not necessarily mean we will feel included. Diversity is nothing without inclusion.

Inclusion is where our differences are recognised, valued and accepted, where we feel we belong, have equal access to opportunities and can fully participate and contribute, regardless of our background, characteristics or circumstances.

Inclusion is a collaborative, supportive and respectful environment that increases the participation and contribution of ALL colleagues - put simply, people perform better when they can be themselves in an inclusive working environment.

Our Vision

The Civil Service sees diversity in the workplace as an asset, for both colleagues and our organisation. **Our vision is for an inclusive workplace culture where everyone is valued for who they are, where they can be free to be themselves and where everyone has the same opportunity to reach their full potential.**

We want our people to reflect the increasingly diverse society we serve and to foster a culture where individual differences are celebrated and which respects, values and supports the needs of all colleagues. We want everyone in our workplace to feel empowered and able to express their views and to challenge one another respectfully; we know that this can lead to improved ways of working which will be better for us and for the people we serve. As Civil Servants, we all have a responsibility to champion diversity and inclusion and live out our core values: integrity, honesty, objectivity and impartiality.

To realise our vision, this Diversity Action Plan has been developed through engagement with staff networks, thematic leads, Departmental Diversity Champions and People and Organisational Development colleagues. The plan maintains a focus on four core diversity and inclusion themes – LGBTQ+, gender, race and ethnicity and disability. However, these are not exclusive of each other, as we recognise the importance of intersectionality and, therefore, many of our actions are cross-cutting across all of the diversity and inclusion themes.

Why is diversity and inclusion important to the civil service?

The moral argument to embrace difference and work towards equity is strong. Evidence shows that in doing so there are many benefits in terms of economic, business, and societal impacts. Diversity and inclusion remains a strategic priority for the Civil Service as it:

is the right thing to do -

all colleagues should feel included and able to contribute to the success of this organisation as their authentic selves. Promoting and delivering diversity and inclusion is a fundamental aspect of good people management and by creating welcoming, safe and supportive working environments every individual can feel a sense of belonging and empowerment to achieve their full potential. The taxpayer funds the Civil Service and if we expect the economy and broader society to transform, then we need to start with ourselves. We must lead by example.

makes good business sense -

there is a direct correlation between diversity and inclusion and how an organisation performs. Organisations which have a strong diversity and inclusion ethos typically prosper and people perform better when they can be themselves in a collaborative, supportive and respectful working environment. The Civil Service also operates in an extremely competitive recruitment market and we want to be able to attract and retain the best, most talented people. To do so, we must ensure a culture of inclusion is embedded within our workplace.

improves service delivery -

diversity and inclusion is an important lever in broadening our thinking – having a diverse range of backgrounds, lived experiences and perspectives can create different ways of working and improve policy and decision making. The people that use our services or are affected by our policies, strategies and legislation are becoming increasingly diverse and in developing policies and delivering services for our citizens, we will do this better if our workforce is more representative of the citizens we serve.

Diversity and inclusion cannot be a quick-fix, compliance or tick-box exercise. To be successful it must be authentic and form part of our DNA, embedded into all aspects, including our strategies, plans, interventions, processes and most importantly behaviours.

Through implementation of the actions in this plan we aim to create and embed real and lasting organisational change.

Civil Service diversity and inclusion activity 2023/24

Some of our achievements over the last year have included:

Interventions to raise the profile of and embed diversity and inclusion

- Introduction of a suite of new resources including a new NICS Guide for Allies; LGBTQ+ Role Models Guide; Neurodiversity Line Manager's Toolkit, and development of an Inclusive Language Guide and Guide for Supporting Carers (both launching May 2024).

- LGBTQ+ pilot reverse mentoring programme.

- Women's Mentoring programme.

- Hybrid information event on neurodiversity.

- "Count me In" campaign to highlight the importance of providing equality data and encouraging colleagues to update equality data.

Diversity training

- Introduction of a new Equality, Diversity and Inclusion learning bundle featuring two new mandatory modules.

- Cultural competencies webinars.

- Disability awareness sessions.

- Safe Place Training.

- LGBTQ+ Inclusion and Trans and Non-Binary Inclusion e-learning.

- Inclusive leadership training for the Diversity Champions Network.

Civil Service diversity and inclusion activity 2023/24

Some of our achievements over the last year have included:

Peer support

- Establishment of a new Cancer Support Network to support colleagues with a cancer diagnosis or those supporting a loved one.

- Ongoing development of the active staff networks across the areas of LGBTQ+, gender, disability, race & ethnicity and the formation of a new Student Network for the 2023/24 cohort of students.

- Joint network events to mark National Inclusion Week 2023 and National Day for Staff Networks.

Diversity communications and events

- Belfast Mela
- Black History Month
- Carers Week
- International Day of Persons with Disabilities
- International Day of Women and Girls in Science
- International Day for the Elimination of Racial Discrimination
- International Job Shadow Day
- International Men's Day
- International Women's Day
- Pride

Civil Service diversity and inclusion activity 2023/24

Some of our achievements over the last year have included:

Actions to raise awareness of health and wellbeing issues:

- Ongoing promotional campaign to raise awareness of the support available to colleagues who are experiencing or are at risk of domestic and / or sexual abuse with more Safe Place Advocates trained.

- Communications on Menopause as well as the creation of new menopause circles to provide peer support.

- Webinars on mental health including support specifically for carers, with communications to mark Mental Health Awareness Week and World Suicide Prevention Day.

- Webinars on a range of health conditions including Epilepsy, Endometriosis, Dementia, Prostate Cancer.

Civil Service diversity and inclusion activity 2023/24

Some of our achievements over the last year have included:

Diversity charters, benchmarking and awards

- Renewed commitment to the White Ribbon Charter NI with a pledge to never commit condone or remain silent about violence against women and girls.

- Benchmarking included the Diversity Mark (gender diversity); Stonewall Workplace Equality Index 2024 (LGBTQ+ inclusion); Disability Positive Accreditation (disability inclusion); and the Onus Workplace Charter (support for those at risk of or experiencing domestic violence)

- New awards included; the Disability Positive Accreditation and Silver Diversity Mark and the Civil Service retained the Gold Onus Workplace Charter.
- The Civil Service was also nominated for the Pride Village Contribution 2022 in recognition of the Civil Service presence at the Pride Festival Village and participation in the Pride Parade

- Became a signatory of the Race at Work Charter to champion racial equality and inclusion in the workplace.

- The Department for Finance, the Executive Office and the Department for the Economy, won the Best Resourcing and Talent Management Strategy at the CIPD NI Awards 2023 for the Civil Service Skills Academy which had been developed to diversify the entry routes into the Civil Service and our workforce.

Given the size of our workforce it will take time to change its composition, however we are seeing positive changes: female representation at Senior Civil Service (SCS) level continues to increase accounting for 43.8% in 2024 compared to 35% in 2014 and 11.3% in 2000; the number of disabled people in the workforce has risen from 4.0% in 2003 to 6.1% in 2024; and there is a shift in the age profile - we now have 3,100 colleagues under 34 years of age, almost 470 more than at April 2019 and at SCS level 69% are aged over 50 compared to 73% at April 2019.

To address the limited Civil Service equality workforce data in the areas listed below, a "Count Me In" campaign ran in late 2023. A series of communications encouraged colleagues to update their equality data through the self-service function on HRConnect and explained the importance of workforce equality information in helping identify areas where action is required to better meet the needs of all colleagues. Further actions will be taken to provide us with a more accurate understanding of the profile of our workforce and stronger evidence base to inform future interventions.

Data as 1 January 2024 shows that:

6.1%
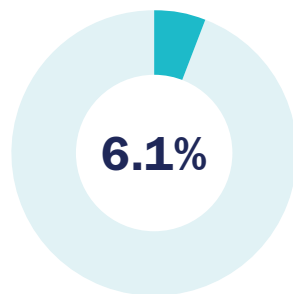
6.1% of our workforce declared a disability against a NI economically active comparator 10.2%

5.9%
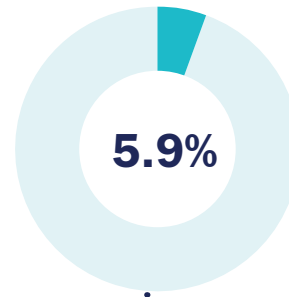
5.9% of our workforce identify as LGBTQ+. but data is only available for 33.6% of staff

0.6%

0.6% of our workforce are from minority ethnic backgrounds (including members of mixed ethnic groups and the Irish Travelling Community) against a NI population comparator of 3%

As the data shows, our workforce is not reflective of the economically active NI population; we know we have more to do in terms of diversifying our workforce, particularly in relation to gender, disability and race and ethnicity.

Comparator figures are based on the NI economically active population from Census 2021 data.

Diversity Action Plan 2024/25

Through the Diversity Action Plan 2024/25 we will continue to strengthen our equality, diversity and inclusion efforts to ensure that they are at the heart of everything we do and become embedded into the culture of the Civil Service. The plan will support the one-year Civil Service People Plan and five-year People Strategy.

Actions are evidenced-based and this year indicators have been included for better understanding of the drivers and for ease of reference.

	Transformation (aligned to 1 year People Plan / Five-year People Strategy)
	Workforce data
	Benchmarking / statutory or diversity charter requirement / public policy commitments

The plan sets out our priorities for action by diversity and inclusion theme and those which are cross-cutting. Where required, actions contained within this plan will be subject to further equality screening. The three main pillars of focus for this year are:

(i) Embedding equality, diversity and inclusion across the Service

To embed diversity and inclusion across the service, our workplaces must foster environments where staff network membership is encouraged; inappropriate behaviours are challenged with bullying, harassment and discrimination tackled; and leaders demonstrate inclusive behaviours and a visible commitment to ensuring everyone is respected and included.

To support this, education and learning will be delivered via new e-learning resources and our 2024/25 internal communications campaign. We want to encourage conversations on diversity and inclusion issues previously considered taboo such as mental health, menstrual health and menopause, and to increase understanding of race and trans awareness to create a truly inclusive and supportive workplace for all, and to do so will require developing line management capability and confidence in this area.

Our staff networks (LGBTQ+, Women, Race and Ethnicity, Disability, Student and Cancer Support) provide a crucial means of promoting awareness and understanding of diversity and inclusion issues through sharing personal lived experiences. We will engage with our staff networks to further develop and structure their role and profile in the organisation - encouraging collaboration; growing the new Cancer Support Network; and exploring the potential to introduce peer support for those with caring responsibilities.

(ii) Health and Wellbeing

We will promote physical and mental health and wellbeing through a new Health and Wellbeing Framework; a series of internal communications, events; and reaffirmation of our commitment to the Mental Health Charter - raising awareness and understanding of issues and the support available.

In recognition of the impact that gender specific health issues have on working life and given that females make up 50.1% of our workforce, we will deliver an awareness campaign on menstrual health issues (such as the menopause, endometriosis, adenomyosis etc) to raise the profile of the challenges faced by those affected and the support available.

Given the high levels of mental health related sickness absence in Civil Service, we aim to increase awareness and understanding of mental health related issues. In light of the continued high rate of male suicides in Northern Ireland and ongoing societal stigma around mental health issues, we will focus on male mental health. Starting the conversation about mental health aims to encourage colleagues to discuss how they are feeling, educate them on how to maintain or improve their mental health, and raise awareness of the support available if they are feeling low, struggling to cope, or are having suicidal thoughts.

Our overall aim is to create safe spaces where colleagues can have open honest and supportive conversations about their health challenges and to educate and empower line managers to ensure they can provide the necessary support.

(iii) Employability skills and Civil Service opportunities

Development of Civil Service pre-employability and employability schemes will provide opportunities to those furthest removed from the labour market to gain work experience and employability skills to help them transition into employment. The schemes will expand entry routes to the Civil Service and help support under-represented groups to access opportunities which will help diversify our workforce.

To support the career development of existing colleagues from under-represented groups, we will deliver mentoring programmes to build confidence, professional networks, and skills with a focus on women and disabled people and will explore a pilot programme for minority ethnic colleagues.

We recognise that we have more to do on gender diversity as females continue to be under-represented in certain grades and occupational groups across the Service. Female colleagues also report challenges in career progression specifically in relation to limited opportunities for part-time or job-sharing arrangements. New processes and guidance will be developed for job share arrangements and a programme of outreach activity will be delivered with input from role models across the organisation to challenge gender stereotypes in professions and help showcase the work we do.

To meet the changing needs of our organisation we will consider how best to support colleagues to re-skill / upskill - this will include an evaluation of the pilot Essential Skills Programme. We will also deliver a new policy and supporting resources to equip colleagues to better understand and manage requests for reasonable adjustments and their obligations under the Disability Discrimination Act 1995.

Measuring and reporting

This plan is the roadmap to progressing our diversity and inclusion journey to deliver continuous improvement. The Diversity Champions and our other senior leaders play a critical role in the successful delivery of this plan and will continue to support and advocate for an inclusive workplace for all.

Progress against the plan will be monitored and analysed by the Diversity Champions Network on a quarterly basis with an annual progress report to NICS Board.

The impact of actions will be measured through feedback from staff networks and departmental working groups and analysis of the equality composition of the Civil Service applicant pools and workforce including the findings of the Workforce Review which will be taken forward this year.

Cross-Cutting Actions

Driver	Actions	Delivery date	Lead responsibility
Workforce Data	Evaluate the "Count Me In" 2023-24 campaign to inform next steps to deliver an increase in declaration rates of diversity data which will provide an evidence base alongside the Civil Service Workforce Review 2021 findings to identify trends in under-representation and identify areas requiring action.	June 2024	People and Organisational Development
Transformation	Build the existing "Equality, Diversity and Inclusion" learning bundle to support colleagues to have positive conversations about diversity and inclusion and to call out inappropriate behaviours through the launch of an Inclusive Language Guide and development of new modules on Dignity at Work and Bystander Training.	June 2024	People and Organisational Development NICSHR and TEO (bystander training)
Transformation	Complete a progress report against new targets set in 2023 to Diversity Mark in order to maintain Silver accreditation, engaging with departments, public and private sector organisations to identify areas for progression.	July 2024	People and Organisational Development
Transformation	Publish and promote the revised NICS Dignity at Work policy to support implementation and develop a Joint Declaration of Protection (for dignity at work and inclusive working environment) with Trade Unions.	September 2024	People and Organisational Development
Transformation	Review and launch an updated NICS Equality, Diversity and Inclusion Policy based on benchmarking, best practice and engagement with key stakeholders.	September 2024	People and Organisational Development
Statutory requirement	Finalise and publish the Civil Service Affirmative Action Plan taking into consideration the findings from the latest Civil Service Workforce Review (Due late 2024).	December 2024	People and Organisational Development
Transformation	Develop and implement an exit interview process and use data to learn more about those leaving the organisation.	September 2024	NICSHR
Charter requirement	Deliver an awareness campaign on domestic and sexual abuse - ensuring colleagues know what internal and external sources of support are available; delivering a White Ribbon "Listen, Learn, Lead" programme including training on active bystander, line manager support and policy mainstreaming in relation to gender-based violence; expanding our network of trained Safe Place Advocates and submitting to the Onus Workplace Charter to progress to Platinum status.	October 2024	People and Organisational Development TEO EVAWG Team NICSHR

Driver	Actions	Delivery date	Lead responsibility
Transformation	Seek feedback from colleagues on health, wellbeing and diversity and inclusion through implementation of the Health and Wellbeing Framework diagnostic tool.	March 2025	NICSHR
Transformation	Build internal awareness of staff networks via a new promotional video and increase understanding and awareness of diversity issues and intersectionality through a campaign of individual and joint staff network events, communications etc.	March 2025	Staff Networks Thematic Leads People and Organisational Development
Transformation	Design and deliver pre-employability and employability programmes (including participation in the JobStart Scheme); to broaden accessibility to under-represented groups including work experience/internships with a focus on care experienced individuals and disabled people.	March 2025	People and Organisational Development Department for Communities
Transformation	Deliver a communications and outreach plan to support delivery of the Civil Service D&I agenda, promoting key messages at all levels across the Service and key audiences externally. • strengthen existing links with the education sector to deliver targeted outreach activity informed by data to promote professions which are gender dominated (e.g. STEM), with a view to attracting talent from under-represented groups; and • create an updated section of the Civil Service recruitment website to increase the visibility of the broad range of experiences and opportunities available across the service while challenging gender stereotypes in professions.	March 2025	People and Organisational Development Heads of Profession Diversity Champions Thematic leads
Transformation	Raise awareness of physical and mental health and wellbeing with a particular focus on male colleagues, through a series of internal communications, events, the launch of a new launch a new Health and Wellbeing Framework and reaffirmation of our commitment to the Mental Health Charter.	March 2025	NICSHR People and Organisational Development Staff Networks

Driver	Actions	Delivery date	Lead responsibility
Transformation	Support and celebrate a range of diversity days throughout the year as stated in the diversity calendar at **Annex A.**	March 2025	People and Organisational Development Diversity Champions Thematic Leads Staff Networks
Transformation	Strengthen the support for carers in our workforce through creation of peer support by establishing a new carers staff network and launch of a new NICS Guide: Supporting Carers.	March 2025	People and Organisational Development Staff networks
Transformation	Build the employability skills of our existing workforce through an evaluation of the pilot Essential Skills programme for industrial staff in DfI and DAERA with a view to widening delivery of the programme to industrial staff in other departments.	March 2025	People and Organisational Development NICSHR L&D
Transformation	Review the corporate induction framework to provide a more modern and effective learner experience with a revised e-learning module and in-person event – raising the profile of diversity and inclusion, staff wellbeing and the range of staff networks.	March 2025	NICSHR L&D People and Organisational Development
Transformation	Review and publish an updated Hybrid Working Policy to ensure hybrid working arrangements create workplaces which meet the needs of the organisation by enabling flexible, collaborative and inclusive working environments.	March 2025	People and Organisational Development
Transformation	Develop new processes for jobsharers/alternative working patterns to support career development/progression.	March 2025	People and Organisational Development

Theme: Gender

Driver	Actions	Delivery date	Lead responsibility
Transformation	Increase awareness of Men's Mental Health and suicide prevention awareness.	March 2025	NICSHR Welfare People and Organisational Development Staff networks
Transformation	Deliver an awareness campaign on menopause and menstrual health issues to include communications, webinars and development of menstrual health guidance based on external benchmarking and best practice.	March 2025	People and Organisational Development Staff networks
Transformation	Deliver a Civil Service Women's Leadership Conference.	March 2025	People and Organisational Development Women's Network
Transformation	Evaluate the pilot Women's Network Mentoring Programme and launch a further programme.	March 2025	Women's Network

Theme: Disability

Driver	Actions	Delivery date	Lead responsibility
Transformation	Launch and implement a ring-fencing policy for successful disabled candidates which will guarantee an offer of appointment to a minimum number of disabled applicants who have demonstrated, through the relevant selection process, that they meet the required standard for appointment.	June 2024	People and Organisational Development NICSHR
Transformation	Evaluate the disability awareness programme 2023/24 delivered by Employers for Disability NI to inform and develop the 2024/25 training programme.	July 2024	People and Organisational Development Disability Staff Network
Benchmarking	Explore business membership of the Hidden Disabilities Sunflower Scheme.	July 2024	People and Organisational Development
Transformation	Implement a new reasonable adjustment policy and suite of support tools for managers for in-work employee support. Commence a review of the reasonable adjustment process for recruitment, selection, and onboarding.	September 2024	People and Organisational Development
Transformation	Provide work experience opportunities to disabled people through support and participation in International Job Shadow Day 2024 and the launch of the updated Civil Service Work Experience for Disabled People Scheme.	March 2025	People and Organisational Development Departmental Diversity Champions
Transformation	Launch the new NICS Neurodiversity Line Manager's Toolkit and develop interventions to learn more about the experiences of neurodivergent colleagues to inform actions to promote neuro-inclusive workplaces.	March 2025	People and Organisational Development Thematic Lead DfC Disability Staff Network Autism Working Group

Transformation	Explore a pilot mentoring programme for disabled colleagues.	March 2025	Disability Staff Network Thematic Lead
Public Policy	Support the Department for Communities in the development of sign language in Northern Ireland.	March 2025	Departmental Diversity Champions People and Organisational Development

Theme: LGBTQ+

Driver	Actions	Delivery date	Lead responsibility
Transformation	Evaluate the pilot LGBTQ+ Reverse Mentoring Programme with Permanent Secretaries and roll out a programme for Senior Civil Servants (SCS).	May 2024	LGBTQ+ Staff Network People and Organisational Development
Transformation	Review and update Transitioning at Work Trans Equality Policy Guide and associated processes	June 2024	LGBTQ+ Staff Network People and Organisational Development
Transformation	Review and update the "Lets Get Better Together" Language Guide.	July 2024	LGBTQ+ Staff Network
Benchmarking	Disseminate feedback from Stonewall 2024 Workplace Equality Index submission to contributors, stakeholders and wider staff and submit to the Stonewall Workplace Equality Index for 2025 to benchmark practices against the best practice criteria.	September 2024	People and Organisational Development LGBTQ+ Inclusion Steering Group
Transformation	Update the LGBTQ+ Role Models Guide with additional role model content.	February 2025	LGBTQ+ Staff Network People and Organisational Development

Theme: Race and Ethnicity

Driver	Actions	Delivery date	Lead responsibility
Transformation	Deliver targeted outreach to schools and colleges with a high proportion of minority ethnic students, with a specific focus on young people aged 12-18 years, to raise awareness of the Civil Service work experience scheme and increase uptake.	March 2025	People and Organisational Development Race and Ethnicity Network Thematic Lead
Public Policy	Deliver Civil Service actions under the Racial Equality Strategy 2015-2025 including ethnic equality monitoring within the Civil Service's provision.	March 2025	People and Organisational Development Cross Departmental Working Group
Transformation	Engage with representatives from minority ethnic organisations to learn more about barriers to employment and incorporate actions into the communications and outreach plan.	March 2025	Race and Ethnicity Champion TEO Racial Equality Delivery Team People and Organisational Development
Transformation	Deliver and host an in-person event.	March 2025	Race and Ethnicity Network
Public Policy	Deliver racial equality training as committed to under the Racial Equality Strategy 2015-2025 and to our commitments in the Race at Work Charter.	March 2025	People and Organisational Development TEO Racial Equality Delivery Team NICSHR Learning and Development
Transformation	Explore a pilot mentoring programme for minority ethnic colleagues.	March 2025	Race and Ethnicity Network

Annex A - Civil Service Diversity Calendar 2024/25

MONTH	DATE	DIVERSITY DAY	DIVERSITY ACTION LEAD
April 2024	25	International Day for Women in ICT	People and Organisational Development
	26	Lesbian Visibility Day	LGBTQ+ Network
	Awareness Month	Autism Awareness Premenstrual Disorder Awareness Adenomyosis Awareness Month Stress Awareness Month	People and Organisational Development
		Bowel Cancer Awareness Month	Cancer Support Network
May 2024	8	National Day for Staff Networks	People and Organisational Development Staff networks
	13-19	Mental Health Awareness Week	NICSHR Welfare
	16	Global Accessibility Day	Disability Staff Network
	17	International Day Against Homophobia, Transphobia and Biphobia	LGBTQ+ Network
	21	World Day of Cultural Diversity, Dialogue and Development	Race and Ethnicity Network

MONTH	DATE	DIVERSITY DAY	DIVERSITY ACTION LEAD
June 2024	2	National Cancer Survivor's Day	Cancer Support Network

MONTH	DATE	DIVERSITY DAY	DIVERSITY ACTION LEAD
	9	Race Unity Day	Race and Ethnicity Network
June 2024	10-16	Carers Week	People and Organisational Development
	17-23	Learning Disability Week	Disability Staff Network
	23	International Day for Women in Engineering	Women's Network
			People and Organisational Development
	24	International Self Care Day	Women's Network
		Samaritans Awareness Day	People and Organisational Development
	28	Stonewall: The First Pride	LGBTQ+ Network
	29	Belfast Pride	LGBTQ+ Network and Thematic Lead
			People and Organisational Development
			Staff Networks
	TBC	Derry / Foyle Pride	LGBTQ+ Network
August 2024	17-25	Belfast Mela (Mela day 25 August)	Race and Ethnicity Network and Thematic Lead
			People and Organisational Development
			Staff Networks
September 2024	10	World Suicide Prevention Day	People and Organisational Development
	14	Trans Pride NI	LGBTQ+ Network
	23	International Day of Sign Languages	People and Organisational Development
		Bi-Visibility Day	LGBTQ+ Network
	23—29	National Inclusion Week	People and Organisational Development
			Staff networks

MONTH	DATE	DIVERSITY DAY	DIVERSITY ACTION LEAD
	Awareness month	Childhood Cancer Awareness Month	Cancer Support Network
		PCOS Awareness Month	People and Organisational Development
October 2024	2-8	Dyslexia Awareness Week	Disability Staff Network
	9-15	National Baby Loss Awareness Week	People and Organisational Development
		Dyspraxia Week	Disability Staff Network
	10	World Mental Health Day	Disability Staff Network
			NICSHR Welfare
	11	National Coming Out Day	LGBTQ+ Network
	12-19	National Hate Crime Awareness Week	Race and Ethnicity Network
			LGBTQ+ Network
	18	International Pronouns Day	LGBTQ+ Network
		World Menopause Day	Women's Network
			People and Organisational Development
	25	World Spina Bifid and Hydrocephalus Day	Disability Staff Network
	Awareness Month	Domestic Violence Awareness Month	People and Organisational Development
		World Menopause Month	People and Organisational Development
		Black History Month	Race and Ethnicity Network
		ADHD Awareness Month	People and Organisational Development
November 2024	12	Purple Tuesday	DfC
	13 – 19	Trans Awareness Week	LGBTQ+ Network
	19	International Men's Day	NICS Welfare / NICS Live
	21	Carers Rights Day	People and Organisational Development

| | 25-Nov -10-Dec | International Day for the Elimination of Violence against Women and Girls /White Ribbon Day/ 16 Days of Action against Domestic Violence | People and Organisational Development

Women's Network

TEO |

MONTH	DATE	DIVERSITY DAY	DIVERSITY ACTION LEAD
November 2024	TBC	International Job Shadow Day	People and Organisational Development Thematic Lead Diversity Champions Disability Staff Network
December 2024	01	World AIDS Day	LGBTQ+ Network
	03	International Day of Persons with Disabilities	Disability Staff Network Thematic Lead
	11	Organ Donation Discussion Day	Disability Staff Network
January 2025	15	Blue Monday	People and Organisational Development
February 2025	4	World Cancer Day	Cancer Support Network
	06	Time to Talk – Mental Health Day	People and Organisational Development
	11	International Day of Women and Girls in Science	People and Organisational Development DAERA DE

	6-12	Sexual Abuse & Sexual Violence Awareness Week	People and Organisational Development
	TBC	Race Equality Week	Race and Ethnicity Network
	Awareness Month	LGBT History Month	LGTBQ+ Network

MONTH	DATE	DIVERSITY DAY	DIVERSITY ACTION LEAD
March 2025	3	Day of Reflection World Hearing Day	People and Organisational Development
	8	International Women's Day	Women's Network
	18-24	Neurodiversity Celebration Week	Disability Staff Network
	21	International Day for the Elimination of Racial Discrimination	Race and Ethnicity Network
	31	International Transgender Day of Visibility	LGTBQ+ Network
	Awareness Month	Endometriosis Month	People and Organisational Development