



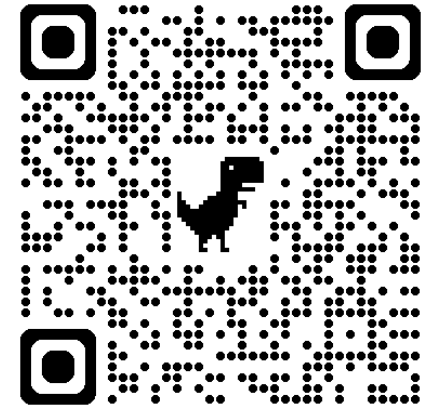
# UCC Employee Self-Service (ESS) Diversity Tool (2026)





# Diversity Tool

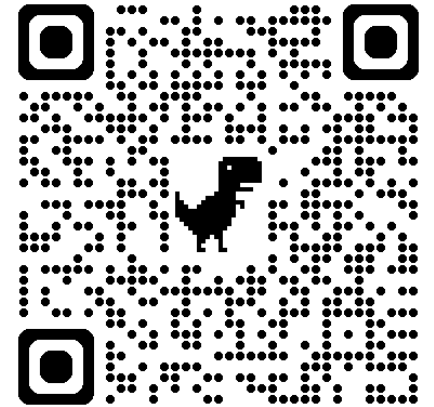
- What is the ESS Diversity Tool?
- What is new?
- Why is it important?
- How will I and/or my community benefit?
- How is the data protected?
- Play Your Part



# What is the ESS Diversity Tool?



- The Tool is an **extension** of an **ESS platform**. It is a new **central data collection system for staff**.
- It was developed and is led by UCC's Equality, Diversity and Inclusion (EDI) Unit and People and Culture Department.
- UCC Staff can access it via [ESS login](#), under the '**Diversity**' tab.



# What is new to this central data collection system ?

- The **ESS platform** keeps your **demographic data** collected at recruitment. Its range has been limited so far.
- The Tool closes this data collection gap.
- It allows staff for the first time to **voluntarily** submit their demographic information, which aligns with **all nine equality grounds** of the Equal Status Acts 2000-2018 ('the Acts').



# Why is it essential to collect and monitor staff diversity data?

- **EDI has been central to University life** for many years. UCC's commitment to EDI is enshrined in the **UCC Strategic Plan 2023-2028**, **EDI Framework Action Plan 2023-2028**, and **the Athena Swan Silver Action Plan 2024-2029**.

- **Accurate and good quality data** is recognised in the strategic plan as one of the assets that allows for evidence-based understanding, reasoning or decision-making.

- **EDI Data** is indispensable for identifying, monitoring, and addressing inequalities and diversity-based opportunities.

# Why is it essential to collect and monitor staff diversity data?

- **Your diversity data, fully anonymised**, will allow the University to understand our staff in terms of their demographic profile, enhance our EDI (and beyond) offering, design targeted interventions to promote fairness and equal opportunities, and meet legal reporting obligations.
- Our data systems are being developed to **capture the diverse and ever-changing demographic makeup of our staff population** more accurately.
- We can all contribute to making our workplace a better place to work and study.



# How will my diversity data benefit me and my community?

UCC will gain **an insight into the true diversity** of its workforce across as many equality grounds as possible.



A more accurate picture of UCC Staff will enable the development of **tailored policies and interventions**, avoiding the 'one-size-fits-all' solutions.



Compiled data reports will allow for identifying **evidence-based priority areas to address inequalities and under-representation.**



Your diversity data, **anonymised**, will lead to better data quality overall, its accuracy, and the **ability to assess the efficacy of policies and initiatives.**

# How will my diversity data benefit me and my community?

EDI initiatives, as implemented through **Athena Swan Plan 2019-2023**, through the **EDI Framework Action Plan 2025-2028**, and **Silver Athena Swan Action Plan 2024-2029**, led to **significant progress and impact on working life and culture.**



**EDI Staff Consultations** ('Values and Culture' Surveys, 2022 and 2024) provided invaluable data that led to several interventions (e.g. establishment of new staff networks, revision of promotion schemes, launch of new family leave policies, etc).



**ESS Diversity Tool data** will build on this knowledge base in ensuring that diversity, representation, and equality of opportunity are monitored and addressed.





# How will my diversity data be protected?

- ❑ **UCC Data Protection Policy** applies to all data collected via the ESS Diversity Tool.
- ❑ **Data Processing** – i.e., collection, storage, retention, analyses and use in reports, etc. only takes place for specific, defined purposes as outlined in the “Data Protection Notice”.
- ❑ **Voluntary disclosure** – staff are invited to supplement their current employee information, but they can choose which data they provide, if any.



# How will my diversity data be protected?

☐ **Data Accuracy** – by supplying your diversity data, you update records currently held by UCC, making them more accurate and comprehensive. You can amend your diversity data at any time.

☐ **Security** – only UCC-managed and UCC-ITS-approved solutions: People XD, Data Lake, Insight, MS SharePoint are used. Safety assessment and safety measures include encryption, anonymisation, access control, quality checks, etc.

☐ **Anonymity by default** – no data that can identify an individual will ever be presented or analysed.



# How will my diversity data be protected?

❑ All data is collected and processed **lawfully** based on **your explicit and informed consent**.

❑ Only **very restricted access to data** is allowed for the system administration and data analysis. Only **anonymised reports of high-level** data will be used in reporting.

❑ **Data Protection Notice** – as approved by the UCC Data Protection Office, governs your data collection and processing.

❑ **Dedicated FAQs website** – read more about your data protection.



# How can I Play My Part in this data collection call?



1. Go to the [ESS Diversity Tool website](#). Read about the Tool and the [Data Protection Notice](#).

2. Log into [your ESS](#) and [fill in the Diversity Tool](#). It takes only **5 minutes to complete**.

Do not forget to **'Save'**!

Check your other information kept in the "Employee Detail" dashboard and **update it if needed**.

3. Contact us if you have questions:

[ediunit@ucc.ie](mailto:ediunit@ucc.ie)

[hrissupport@ucc.ie](mailto:hrissupport@ucc.ie)

4. Promote the tool to your colleagues.

[ESS Diversity Tool website](#) has some ideas and materials.



# WHO IS UCC?

**Help us  
understand  
diversity of  
UCC Staff**

## WHY?

This ensures a more accurate representation of the UCC staff community. It makes University work for You!

## HOW?

You can now voluntarily share your diversity data via **ESS Diversity Tool**

<https://www.ucc.ie/en/edi/edi-data/ess-diversity-tool>

