

Culturewise Ireland



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Equal-Check is a new service
for organisations of all sizes and all sectors that
wish to improve their efficiency
in terms of equality & diversity and
to assure compliance with current legislation.

for your organisation to become
“Equal Opportunities Employer”

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About Equal-Chek

Who is it for?

Equal-Check targets organisations of all sizes and all sectors who wish to improve business within today's highly diverse and competitive business environment. Whether your organisation is currently employing international employees and/or providing services to a diverse customer base, there is always a benefit in monitoring and improving your company's equality & diversity practices and policies in **employment** and **customer service** areas.

What are the benefits?

Equal-check will benefit your organisation in 4 main areas:

- reduce risks**
- increase revenue**
- add value to your organisation**
- develop your organisation's efficiency**

Practical benefits

- Comply with current equality & diversity legislation.

The Employment Equity Act 2004 and the Equal Status Act 2000 have specific implications for employers. Equal-Check assists you to implement the legislation for the benefit of all involved.

- Reach your fullest customer base and maximise repeat business.

Equal-Check examines your existing customer service practices and implements more innovative and creative responses to existing and potential customers.

- Meets the diverse needs of your customers and employees.

Equal-Check promotes listening to employees and customers and provides mechanisms to assess and respond to these needs as well as access to more diverse markets.

- Recruit and select the best people for your organisation.

Develop your company's attractiveness to the most effective workforce for your business.

- Increase motivation and efficiency of your staff.

Equal-Check evaluates work-life balance of your employees and links this to improving the productivity and innovation of your company.

- Creates a more positive and healthy work environment for all your employees.

When employees feel valued, they are more productive. Equal-Check assists you to demonstrate your appreciation of employees and reap the benefits that accrue.

Ethical benefits

- Enhances your corporate reputation.

Equal-Check assists you to develop a clearer organisational vision and sense of mission to clients, suppliers and prospective and existing employees. It also promotes the values of respect, integrity and fairness in business.

- Develops fair work practices within the organisation.

Equal-Check shows you how to value the diversity of employees and gain positive recognition in this area.

- Promotes the values of an Intercultural Society.

The values of mutual respect and social integration are necessary elements in the current business and social climate in Ireland.

Equal-Chek Process & Structure

How does it work?

Equal-Check team will be assigned to your organisation and will arrange to visit you. The whole process is owned by you as client and together we will follow **3 steps**:

1. **Orientation** the team will get to know your organisation, your plans and needs for development. Together you and Equal-Check team will agree on Implementation Plan.

2. **Implementation** together you and Equal-Check team will examine your existing equality and diversity profile (practices and policies) using an Assessment/Audit tool to identify the Action Plan for Improvement.

3. **Evaluation** Equal-Check team will visit you after 6+ month for a follow up meeting and will help you measure the progress using Equal-Check performance indicators. By the end you will have a clear idea about your development up to date and the return on investment from Equal-Check.

What are the outcomes?

The end results of Equal-Check are:

1. **A profile** of your organisation status in relation to equality and diversity in both employment and/or customer service;

2. **A detailed plan** of what you need to do to improve;

3. **A comprehensive mechanism** for checking your organisation's progress in relation to equality and diversity on an ongoing basis (Equal-Check as a tool may be used at different times to suit your organisation needs).

4. **A set of Performance indicators** to measure level of improvement.

What does it do?

Equal-Check implementation covers two components **Employment** and/or **Customer service**.



Note: This component also covers preparation for the FAS Excellence Through People Award Audit under the Employee Wellbeing criteria.



Improving the health of organisation's customer service gives an automatic competitive advantage to the organisation.

Free Equal-Chek consultation

The free consultation session will provide a snapshot of your organisation's strengths and weaknesses in relation to your current equality and diversity practices, policies and systems. For a **free Equal-Check Consultation session** please complete and send us the application form.

Application Form

Name of the organisation _____ Contact person _____
Address _____ Position _____
Website _____ Tel./email _____

Please rate the benefits of Equal-Check in the order of your priorities:

_ reduce your risks _ develop your organisation efficiency _ other
_ increase your revenue _ add value to your company

Please tick specific areas that might be of interest for you:

- | | | | |
|------------|--|------------------|---|
| Employment | <input type="checkbox"/> Access to Employment | Customer Service | <input type="checkbox"/> Planning of Services |
| | <input type="checkbox"/> Continuing Training & Development | | <input type="checkbox"/> Delivery of Services |
| | <input type="checkbox"/> Appraisal and Promotion | | <input type="checkbox"/> Access to Services |
| | <input type="checkbox"/> Working Conditions | | <input type="checkbox"/> Managing Equality and Diversity in Customer Services |
| | <input type="checkbox"/> Managing Equality and Diversity in Employment | | <input type="checkbox"/> Data and information |
| | <input type="checkbox"/> Data and information | | |

Thank You!

Equal-Chek Strong Points

Competence

Equal-Check has a culturally diverse team with knowledge of best practice and access to the most recent developments in equality & diversity area. We are uniquely equipped with expertise in Auditing, Facilitation and Policy Development.

Time

Equal-Check commits itself to making the most effective use of time. The time requirement will be specific to your company and is usually worked out during the orientation step of the process.

Paperwork

Equal-Check is an environmentally friendly service. It offers both paper and electronic templates to clients. The team commits itself to keeping paperwork to a minimum. You choose the extent of the data and documentation that is produced in implementing Equal-Check.

Return on investment

Equal-Check assists you to measure its impact on your organisation through the provision of a set of tailored performance indicators during the final or follow up phase of the process. Equal-Check is a high pay-off activity for your organisation.

Note: Equal-Check assessment and planning tools have been developed by the European Social Fund, EQUAL project with support from the Department of Enterprise Trade and Employment.

