

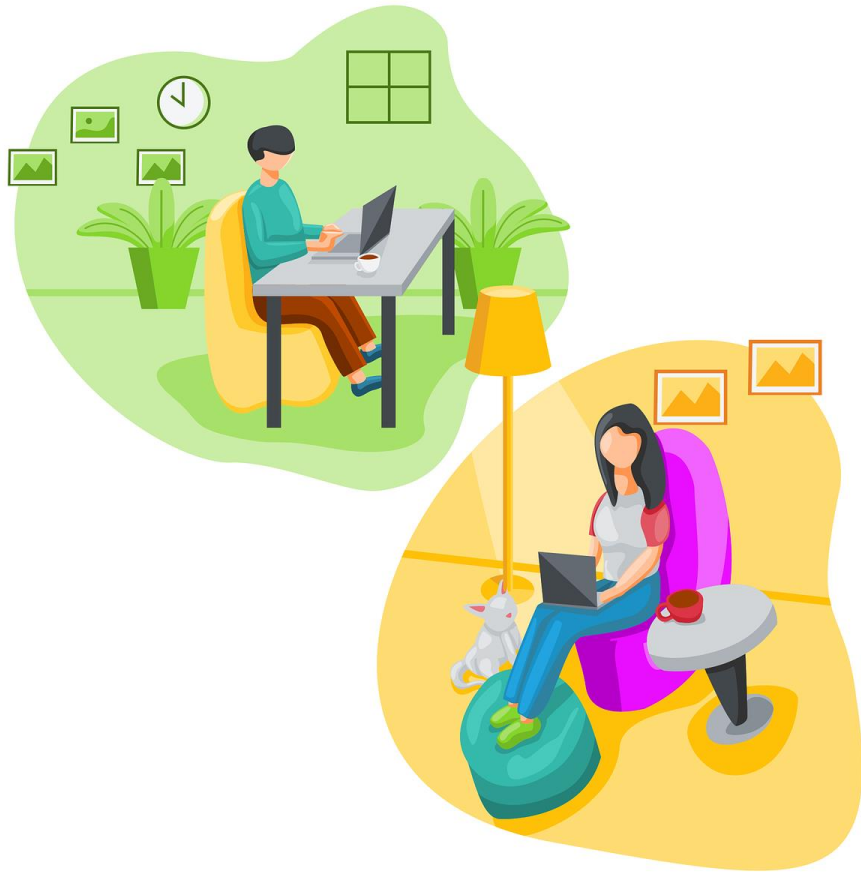
INCLUSION OR INTRUSION?

Anne King
Communications &
Operations Manager

Sam Duffy
HR & Learning
Consultant

28 January 2021





**Striking the balance
between employee
engagement and
employee privacy.**

**Good people practices
& legislation.**



WHY
NOW?

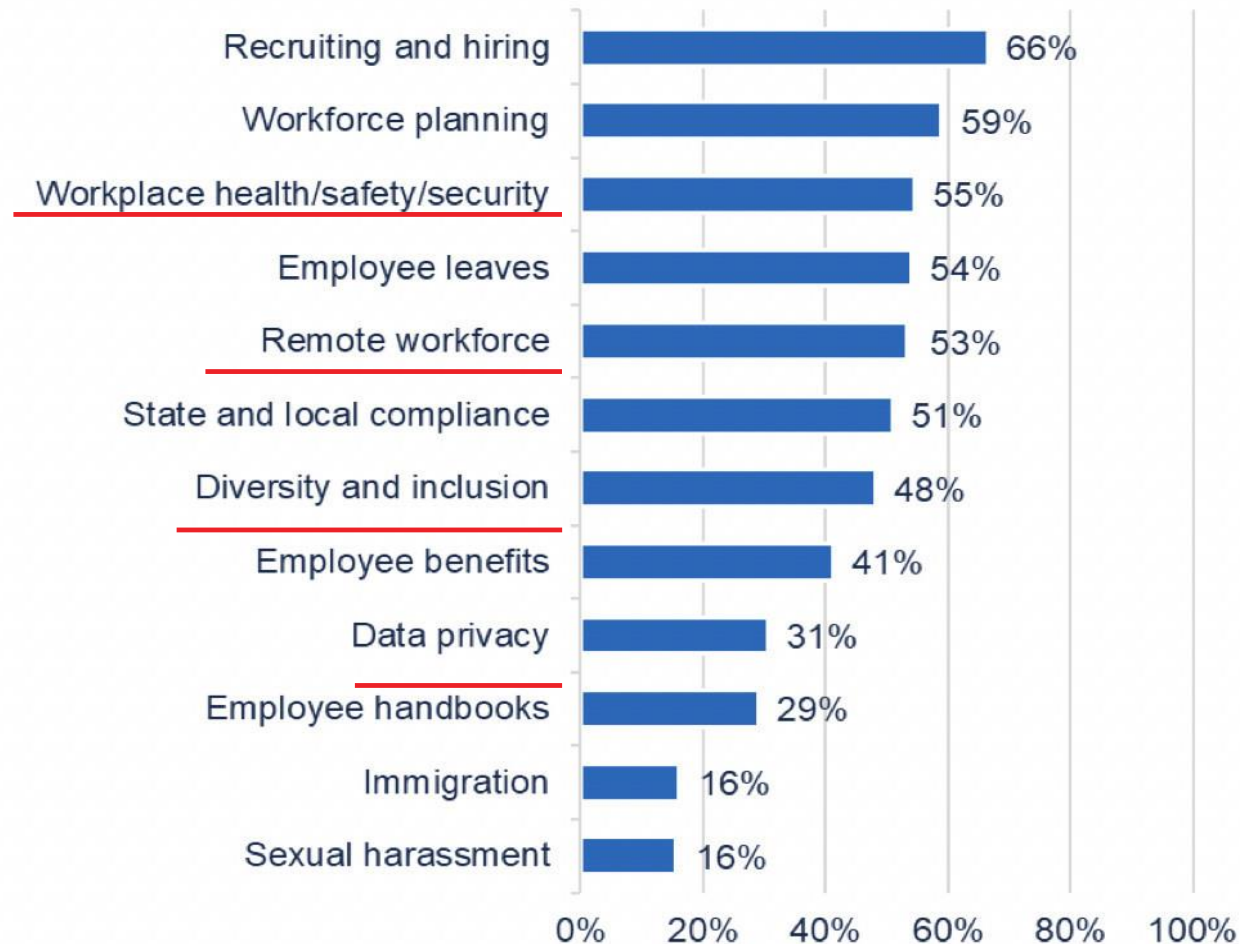


WHY NOW?



HR Issues for 2021, Rated "Somewhat" Or "Very" Challenging

Percent of Employers



N: Percentages based on all 563 responding organizations.

Source: XperthR's Survey of HR Challenges for 2021.

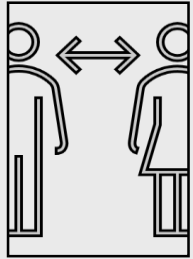
WHAT DO WE MEAN BY DIVERSITY & INCLUSION?

Diversity: the variety or mix of your workforce.

Inclusion: the process of being included within a group or structure.



INCLUSION = THRIVING INDEX



THE DISCRIMINATION LEGISLATION 2013

A law to prohibit certain kinds of discrimination (race, age, sex, disability etc..) to further amend the Employment (Jersey) Law 2003 and for connected purposes.



HOW DOES DATA PROTECTION FIT IN?



DATA PROTECTION (JERSEY) LAW 2018

A law to make new and consolidated provision relating to the protection of people with regard to the processing and free movement of personal data and for connected purposes.



www.jerseyoic.org

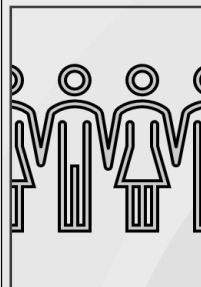
EMPLOYEE WORK/LIFE BALANCE & PRIVACY





DATA PROTECTION (JERSEY) LAW 2018

A law to make new and consolidated provision relating to the protection of people with regard to the processing and free movement of personal data and for connected purposes.



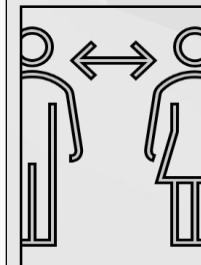
EMPLOYMENT (JERSEY) LAW 2003

A law to amend and consolidate enactments relating to employers' obligations to specify terms of employment..... and for incidental and connected purposes.



THE HEALTH AND SAFETY AT WORK (JERSEY) LAW, 1989

A law to provide for securing the health, safety and welfare of persons at work, for protecting others against risks to health or safety in connection with the activities of persons at work.



THE DISCRIMINATION LEGISLATION 2013

A law to prohibit certain kinds of discrimination (race, age, sex, disability etc..) to further amend the Employment (Jersey) Law 2003 and for connected purposes.



INCLUSION TOOLKIT



- Plan
- Check in – ask what's appropriate
- Take notes – exercise caution
- Good practices – e.g. (Special Category Data).
- Engage, listen and ask
- Take a temperature check



IN SUMMARY

- VUCA Environment.
- Inclusive management is a good thing.
- Not a one size fits all.
- Awareness of relevant legislation.
- Let privacy, dignity and respect guide you.



Thank you

#ItsAllAboutYou

