



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission



An easy-to-read guide to the IHREC Disability Advisory Committee Expression of Interest Information Booklet

May 2025

What is this document about?



This document is an easy to read version of an expression of interest information booklet.

This booklet has been made by the Irish Human Rights and Equality Commission (IHREC).



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IHREC is Ireland's national human rights and equality organisation.

What is IHREC doing?



IHREC is looking for at least 9 people to sit on its Disability Advisory Committee.

Introduction

IHREC was set up in 2014. Its jobs are to:

- Promote and protect people's rights.
- Encourage a change in culture that shows more respect for human rights and equality.
- Make people more aware of the importance of human rights and equality.
- Encourage good practice in respecting the dignity of people.
- Work toward getting rid of human rights abuses and discrimination.





In March 2018 Ireland agreed to follow the rules set out in the Convention on the Rights of Persons with Disabilities (UNCRPD).

The UNCRPD sets out what countries have to do to make sure that disabled people have the same rights as everyone else.



This means that Ireland has to send reports to the United Nations Committee.

Ireland sent its first report to this committee in 2021.



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IHREC is responsible for checking that the government are doing what they should be doing for disabled people.



The Disability Advisory Committee

IHREC set up its Disability Advisory Committee in 2018.

This committee:

- Helps IHREC on disability issues.
- Helps IHREC to look at the laws of Ireland in relation to disabled people.
- Helps IHREC to check that the government are working on the UNCRPD.





Membership of the committee

IHREC is looking to appoint at least 9 people to be members of the Disability Advisory Committee.

With these new appointments, the Committee will have 13 external members in total.

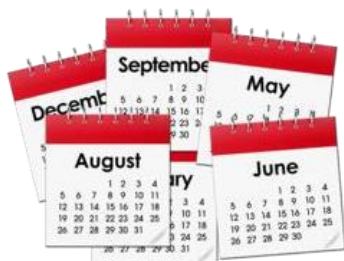


At least 75 per cent of the external people on the committee will be disabled people. This means 10 people must be disabled people.



The Disability Advisory Committee will have a gender balance.

This means the committee will try to have the same amount of men and women.



People on the Disability Advisory Committee will work together for at least one term.

This term will last for 3 years from appointment.



Being a committee member

It is important that people who sit on the Disability Advisory Committee have the right experience.

This means having people with different types of skills and experience on the committee.



What is needed to be a member?

People on this committee must be committed to the principles of the UNCRPD.

These principles are based on:



- Dignity, autonomy and independence of persons with disabilities
- Making society more inclusive, accessible and equal
- Making sure there is equality between men and women
- Respecting the rights of children with disabilities

What experience is needed?

If you want to be on this Disability Advisory Committee you must have experience or skills in one of the following



- Participation of disabled people within society
- Awareness raising
- Research and data experience
- Knowing what the UNCRPD is and how it works
- Know about the law and how other issues such as poverty and health affect equality
- Know about the intersectionality across the grounds in the Equality Acts, and poverty



- Be a voice for disability rights

How the Committee works



IHREC makes sure disabled people are supported to take part in committee meetings.



People may attend meetings by video or other assistive technology if needed.

Time and Pay



The Disability Advisory Committee meets on average 6 times per year.

Committee members are given money for expenses that are reasonable.



Members who are not already getting a public salary can get a payment of €1200 per year from IHREC.



How to show your interest?

Osborne will be in charge of selecting for the Disability Advisory Committee.

Osborne are a recruitment organisation.

People who are interested in being on the Committee should contact Osborne.

They should not contact IHREC.



If you are interested in being on the Committee you should send a CV or Statement of Education and Experience with a cover letter to Osborne.

In this CV or Statement of Education and Experience and cover letter you should say why you are interested in being on the Committee.



You should give examples of why you would be good on the Committee and how you have the experience and skills that IHREC are looking for.

Those skills are on page 5, 6 and 7 of this document.



The examples that you use can be taken from any part of your life that you think is relevant.

If you want you can say in your application that you have a disability. But you do not have to say this.



If you do want to say you have a disability then you can sign the Declaration Form.



You can then send this form in with your CV or Statement of Education and Experience and cover letter.

We will keep all your data and records confidential.



Once all members have been appointed, all of the personal information you have given us will be destroyed.

If you are interested you can



- Submit your CV or Statement of Education and Experience, cover letter and Declaration Form (where relevant) to ihrec@osborne.ie



- Submit the same information in another text, audio or video format.



You must send these materials to ihrec@osborne.ie.



You can submit an application in English, Irish or Irish Sign Language.



If you need any more information please contact ihrec@osborne.ie

Important Dates

The deadline to show your interest is Thursday the 19th of June 2025 at 1.00pm Irish time.

If you apply after this time or date then your application will not be accepted.



When you apply you will receive an email from Osborne saying they got your application.

This could take up to 2 working days.



If you do not hear back after 2 working days you should contact Osborne Recruitment at ihrec@osborne.ie or 01 - 6384400

How we will handle your application

Your application will be looked at by a group of people.



This group of people is called a panel.

The panel will look at what you said in your application and see if it matches what IHREC are looking for.

They will compare what you said to what they're looking for.



After this the panel will pick people to invite to an informal meeting.



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These meetings will take place in the IHREC offices in Dublin or online.



If you have any specific requirements we will discuss these with you beforehand.



IHREC will not pay for any travel expenses for going to these meetings, but may help with the cost of any specific requirements.

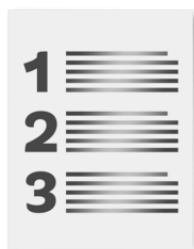


If you cannot go to a meeting we will organise another date for you.



At the meeting you will be asked about your experience and skills.

This will be done to see if you have the skills that IHREC have said are needed to be a member of the Disability Advisory Committee.



The panel will recommend a list of people to become members of the Disability Advisory Committee.



After this time people will be told if they were successful or not.



Feedback

IHREC will try to make sure that applying to be on the Committee is accessible and inclusive.

We welcome any feedback from people on how they felt this process was.



If you want to give feedback you can write to ihrec@osborne.ie

May 2025

This Easy to Read Document was originally developed by Inclusion Ireland in 2018 for The Irish Human Rights and Equality Commission. It has been updated by IHREC with details of the expression of interest process for 2025.

The original 2018 document was proof-read by men and women with a disability.



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