



Comhairle Cathrach
Bhaile Átha Cliath
Dublin City Council



Dublin City Council
Public Sector Equality and Human Rights Duty

Implementation Plan

Document History

Public Sector Equality and Human Rights Duty Implementation Plan			
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1 Introduction

The Public Sector Equality and Human Rights Duty ('the Duty') is set out in Section 42 of the Irish Human Rights and Equality Commission Act 2014. It involves two separate but interconnected Duties¹.

The first of these Duties, known as the **overarching Duty**, is an ongoing Duty on public bodies. Established under **Section 42(1)** of the Act, this Duty requires that public bodies have regard to the need to eliminate discrimination, promote equality of opportunity and protect human rights, for employees, service users, members and policy beneficiaries, across all their function areas.

The second of these Duties, known as the **strategic Duty**, is a targeted Duty to be undertaken by public bodies as part of their strategic, planning and reporting cycle. Established under **Section 42(2)** of the Act, this Duty requires that public bodies undertake three steps in giving effect to the Duty:

1. **Assess Step:** Undertake an assessment of the equality and human rights issues facing the identified groups for the Duty, with a focus on those issues that have relevance to the specific functions and purpose of the public body, and make that assessment publicly available through the public body's Corporate Plan.
2. **Address Step:** Identify and communicate, through the public body's Corporate Plan, the plans, policies and actions being taken or proposed to be taken, to address the equality and human rights issues identified in the assessment.
3. **Report Step:** Report annually on developments and achievements in implementing the Duty, through the public body's Annual Report.

As they are interconnected, the implementation of each Duty can assist compliance with the other Duty.

The **identified groups for the Duty** are those:

- covered by the grounds of gender (including transgender persons and those transitioning), civil status, family status (including lone parents and carers), age, disability, sexual orientation, race, religion, membership of the Traveller community, and socio-economic status (specifically those at risk of or experiencing poverty and exclusion)
- at the intersections of these grounds; and
- individual rights holders under relevant human rights instruments.

Dublin City Council has implemented the Assess Step by undertaking an evidence-based and participative **assessment of the equality and human rights issues** it believes to be relevant to its functions and purpose. This is available on the Dublin City Council website, Public Sector Equality and

¹ [Section 42](#), Irish Human Rights and Equality Commission Act 2014.

Human Rights Duty page, [Public Sector Equality and Human Rights Duty | Dublin City Council](#). The assessment of equality and human rights issues is kept up-to-date as required within the corporate planning cycle by the Equality, Diversity and Inclusion (EDI) Office.

In implementing this Duty, Dublin City Council takes a values-led approach. These values are used as a framework to set out our assessment of the equality and human rights issues. Our **Equality and Human Rights Values** are:

- Dignity and Respect
- Diversity and Accessibility
- Inclusion and Social Justice
- Participation and Engagement
- Choice and Autonomy

In line with the adopted values an **Equality and Human Rights Values Statement** was produced. This statement benchmarks the Council's ambition and commitment towards the Duty for each value, by way of:

- **a statement of outcome** - captures the change we want to achieve and
- **a statement of process** - captures how we aim to execute the change.

The Equality and Human Rights Values Statement is available on the Dublin City Council website, on the Public Sector Equality and Human Rights Duty page, [Public Sector Equality and Human Rights Duty | Dublin City Council](#).

This **implementation plan** is founded on the assessment of equality and human rights issues, and serves to give ongoing effect to both Section 42(1) and Section 42(2) of the Duty.

This implementation plan is aligned with the guidance issued by the Irish Human Rights and Equality Commission². It serves to ensure Dublin City Council is compliant with the Duty and gives ongoing effect to the steps required to give effect to the Duty.

To support departments in demonstrating compliance with the Duty, the Council designed an **Equality and Human Rights Impact Assessment (EHRIA)** template.

Additionally, the Council developed an **Annual Department Report** template for the Public Sector Equality and Human Rights Duty to assist departments track progress in implementing the Duty and highlight achievements in addressing equality and human rights issues.

² [Implementing the Public Sector Equality and Human Rights Duty](#), Guidance for Public Bodies – Second Edition, Irish Human Rights and Equality Commission, 2024.

2 Implementing Section 42(1) and Section 42(2) of the Duty

2.1 Dublin City Council Departments

Dublin City Council department's include:

- Area Offices
- Chief Executives Office
- Corporate Services and Transformation
- Culture, Recreational and Economic Services
- Digital Services and Smart Cities
- Dublin Fire Brigade
- Environment and Transportation
- Finance
- Housing & Community Services
- Human Resources
- Information Systems
- Law
- Planning & Property Development

2.1.1 Responsibility

Each department's senior management team is responsible for their department's ongoing implementation of the Duty.

In this role, the departmental senior management team

- Identifies Public Sector Equality and Human Rights Duty **commitments** on an annual basis and **enabling actions** for their implementation, within their departmental Annual Service Delivery Plan.

The Public Sector Equality and Human Rights Duty **commitments**, in relation to the overarching Duty and in compliance with Section 42(1) can include:

- Strategies and plans being developed or reviewed that are to undergo an EHRIA (including those targeted on the identified groups and/or equality and human rights issues, as below);
- Internal policies and procedures being developed or reviewed that are to undergo an EHRIA (including those targeted on the identified groups and/or equality and human rights issues, as below);
- Projects, programmes, or services being developed or reviewed that are to undergo an EHRIA (including those targeted on the identified groups and/or equality and human rights issues, as below);
- Development of infrastructure and management processes for infrastructure that are to undergo an EHRIA; and/or
- Bye-laws being developed or reviewed that are to undergo an EHRIA.

Procedures such as procurement or tender processes and funding and grant-aid processes can also be included but they involve a particular focus on the Duty in that they require that the Duty is passed on to the contractor or grantee in an appropriate manner.

The Public Sector Equality and Human Rights Duty **commitments**, in relation to the strategic Duty and in compliance with Section 42(2) can include:

- Specific strategies or plans, policies or actions that are already in place and/or that are found to be required to directly target and respond to particular equality and human rights issues as identified in the Assessment of Equality and Human Rights Issues; and
- Equality and human rights reviews of particular functions or processes found to be required to assess their impact on equality and human rights, and, on foot of which, to establish action plans required to enhance their effective and positive impact on equality and human rights.

Enabling actions for implementation of the Public Sector Equality and Human Rights Duty can include:

- Have a regular agenda item on the Duty with a particular focus on Public Sector Equality and Human Rights Duty at senior management meetings;
- Ensure staff are familiarised with the Duty and, as required, trained in implementing the Duty commitments, with a focus on: equality and human rights; Dublin City Council's equality and human rights values; the requirements of the Duty; the implementation plan; and the EHRIA. (See section 3. Resources);

- Ensure staff complete the Dublin City Council Public Sector Equality and Human Rights Duty Training Course and, as appropriate, IHREC’s ‘Equality and Human Rights in the Public Service’ eLearning course. (See section 3. Resources);
- Data gathering and analysis to track, and keep under review, achievements in addressing relevant equality and human rights issues; and
- Maintain records to demonstrate compliance with the Duty.

2.1.2 Address Step: Equality and Human Rights Impact Assessment (EHRIA)

The template developed for the equality and human rights impact assessment, required under Section 42(1) of the Duty, is completed, as part of the development or review of plans, policies, strategies or programmes, to **ensure and evidence** that the plans, policies, strategies or programmes identified as commitments in the Annual Service Delivery Plans have undergone this Address Step of the Duty.

2.1.3 Tracking progress on implementing the Duty

The **Key Performance Indicators (KPIs)** that will be used to track the progress on implementing the Duty are:

- Number of plans, policies, strategies and programmes for which an EHRIA has been implemented, as part of the Address Step of the Duty.
- Number of staff that completed Dublin City Council’s Public Sector Equality and Human Rights Duty training,
- Number of staff that completed IHREC’s Equality and Human Rights in the Public Service eLearning course (as appropriate): [IHREC | ELearning Course: Equality and Human Rights in the Public Service](#) (IHREC provide certifications upon completing the course).

Tracking progress on achievements in addressing equality and human rights issues is captured through KPIs identified in each plan, policy, strategy, and programme (reference EHRIA template). In general, this will involve:

- the measurement of these KPIs in a manner that is broken down across the identified groups for the Duty; and
- as found necessary, use of dedicated KPIs to track progress made in addressing specific equality and human rights issues.

2.1.4 Report Step

As part of the Annual Service Delivery Plan reporting process, each department will report on progress made in addressing the equality and human rights issues identified. This report will include information from section 2.1.3 Tracking progress on implementing the Duty.

In particular, it will address: new outcomes for the identified groups for the Duty; new developments and improvements in the delivery of their functions; and improvements in departmental processes to embed a focus on equality and human rights. This will inform Dublin City Council's reporting on the Duty in the Annual Report.

2.2 Human Resources Oversight

2.2.1 Responsibility

The Human Resources Department is responsible for overseeing the ongoing implementation of the Duty across Dublin City Council, through its EDI Office. This work is overseen by a senior level Equality Committee.

In this role, the EDI Office:

- Supports and monitors each department in implementing the Duty, aligned with the Public Sector Equality and Human Rights Duty commitments outlined in the Annual Service Delivery Plans (ASDP).
- Uses existing staff communication channels to inform and familiarise staff on the obligations of the Duty, the values underpinning the Duty and progress made in implementing the Duty.
- Uses existing staff training opportunities, and provides additional specific training opportunities as needed, to build staff capacity on equality and human rights and on the obligations under the Duty.
- Reports in the Dublin City Council Annual Report on achievements in implementing the Duty and addressing the equality and human rights issues by gathering and analysing the data and information required for this from each department.

Dublin City Council has an equality and human rights consultant available to provide guidance and mentoring in implementing the Duty.

2.2.2 Tracking progress on implementing the Duty

The **KPIs** that are used to track the progress on the Duty are:

- Number of staff that completed Public Sector Equality and Human Rights Duty training course (Numbers from Totara).
- Number of instances where departments implement the EHRIA under the Address Step of the Duty in the development and review of plans, policies, strategies and programmes.
- Producing an Annual Report based on an amalgamation of the department reports on their progress on implementing the Duty and addressing Equality and Human Rights issues.

3 Resources

- Dublin City Council Public Sector Equality and Human Rights Duty webpage: [Public Sector Equality and Human Rights Duty | Dublin City Council](#)
- Dublin City Council, EDI hub on Citidesk: [Public Sector Equality and Human Rights Duty](#) page. This page includes information and guidance on the Public Sector Equality and Human Rights Duty and supporting documents:
 - Equality and Human Rights Values Statement;
 - Assessment of Equality and Human Rights Issues;
 - Evidence Book for the assessment of equality and human rights issues;
 - Guide to implementing the Public Sector Equality and Human Rights Duty (guide to support departments in implementing the Duty);
 - Public Sector Equality and Human Rights Duty Implementation Plan;
 - Equality and Human Rights Impact Assessment (EHRIA) template; and
 - Annual Department Report template.
- Dublin City Council, Public Sector Equality and Human Rights Duty Training Course: Dublin City Council, eLearning Platform (Totara)
- IHREC, Public Sector Equality and Human Rights Duty information and guidance: [IHREC Public Sector Equality and Human Rights Duty](#)
- IHREC, Public Sector Equality and Human Rights Duty eLearning Modules: [Equality and Human Rights in the Public Service](#)



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