



Comhairle Cathrach
Bhaile Átha Cliath
Dublin City Council



Dublin City Council
Public Sector Equality and Human Rights Duty
Equality and Human Rights Values Statement

Document History

Equality and Human Rights Values Statement			
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Contents

1	Introduction.....	4
2	Equality and Human Rights Values Statement.....	6
2.1	Dignity & Respect	6
2.2	Diversity & Accessibility	6
2.3	Inclusion & Social Justice	7
2.4	Participation & Engagement	8
2.5	Choice & Autonomy	8

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.

In implementing this Duty, Dublin City Council takes a values-led approach. Our **Equality and Human Rights Values** are:

<p>Dignity & Respect</p> <p>Diversity & Accessibility</p> <p>Inclusion & Social Justice</p> <p>Participation & Engagement</p> <p>Choice & Autonomy</p>

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

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

This **Equality and Human Rights Values Statement** supports an organisational culture within Dublin City Council that drives our concern for equality and human rights and our commitment to implementing the Duty. To achieve this, we consistently engage and give visibility to these values in our internal and external communications with members, staff, service-users and stakeholders, and in staff on boarding and training.

The **groups identified 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
- rights holders under relevant human rights instruments.

2 Equality and Human Rights Values Statement

2.1 Dignity & Respect

People are treated in a manner that is fair and respectful, recognising each person's intrinsic human worth.

Statement of Outcome: we strive to:

- sustain an organisation that is free from all forms of discrimination, harassment, sexual harassment and stereotyping, with the policies, procedures and staff training in place to underpin this ambition; and
- create a sense of wellbeing and belonging among, and positive feedback from, staff and service-users from the identified groups.

Statement of Process: we work in a manner that:

- treats employees, potential employees, people who use our services, internal customers, and stakeholders from the identified groups with fairness, respect, care, empathy and kindness;
- creates a safe space for people from the identified groups in the workplace and in the services provided, where people are accepted for who they are and without judgement, and where their privacy is respected and protected; and
- implements appropriate procedures to enable people from the identified groups to raise issues, be heard, and have any such issues addressed.

2.2 Diversity & Accessibility

Difference is welcomed and valued and diversity is accommodated in access to services and in employment.

Statement of Outcome: we strive to:

- provide services and manage workplaces that are accessible by design and that: are flexible in enabling access and removing barriers; adapt for the specific needs of service-users and staff from the identified groups; and offer additional supports as required;
- engage in communication channels, formats and messaging that are accessible, with a capacity to reach staff, service-users and communities from across the identified groups; and

- develop and manage physical infrastructure to reflect and exceed the requirements of universal design.

Statement of Process: we work in a manner that:

- is welcoming of the diversity of staff and service-users from the identified groups; values and gives positive visibility for this diversity within our organisation; and is open in appreciating that this diversity has practical implications for how we operate as an organisation;
- ensures service-users and staff feel able and safe in communicating their diversity and their specific needs; encourages them to seek that their specific needs be addressed; and enables them to be their true self when engaging with the organisation; and
- enables all staff to have the skills and knowledge to understand and respond appropriately to diversity and its practical implications.

2.3 Inclusion & Social Justice

People, across the diversity of groups, have the resources and opportunities to participate fully in the social, economic, cultural and political life of the city.

Statement of Outcome: we strive to:

- ensure people from across the identified groups can secure employment opportunities in our organisation, and perform to their full potential as staff and progress their careers;
- ensure people from across the identified groups can, as service-users, achieve equal outcomes from the services provided, and have their rights protected and fulfilled; and
- support and invest in communities and individuals from across the identified groups so that they can effectively pursue and realise their aspirations and ambitions.

Statement of Process: we work in a manner that:

- involves mainstreaming and targeting processes, where initiatives are designed to achieve equal outcomes for staff and service users from the identified groups, and specific initiatives are taken to address the disadvantages they experience; and
- reaches out to, and communicates effectively with potential recruits, staff, people who use and could use our services, internal customers, communities and stakeholders from across the identified groups.

2.4 Participation & Engagement

People, across the diversity of groups, have opportunities to have a say on matters and in decisions that affect them.

Statement of Outcome: we strive to:

- enable and support an effective and meaningful engagement by people from the identified groups in local democracy as participants and voters, and in engaging with elected representatives; and
- enable and support organisations representative of the identified groups and individuals from the identified groups to have influence within our organisation, such that their voices are heard and given full consideration in decision-making processes.

Statement of Process: we work in a manner that:

- provides processes and structures for consultation with and participation by organisations and individuals, such that staff and service-users from the identified groups have a meaningful say in decision-making processes;
- ensures such processes and structures function in a manner that empowers staff and service-users from the identified groups, and enables an effective and positive engagement; and
- creates specific opportunities, as needed, for people from the identified groups to have a voice within our organisation.

2.5 Choice & Autonomy

The preferences of people across diverse groups are established and acknowledged, with appropriate options made available in service delivery and the workplace to enable them to have real choices.

Statement of Outcome: we strive to:

- support informed choices by staff and service users from the identified groups; and
- secure a range of services and workplace opportunities that gives options to people from the identified groups, enabling real choices.

Statement of Process: we work in a manner that:

- enables people from the identified groups to be informed of the range of opportunities available in our workplace and in our services, and encourages their engagement with these; and
- encourages and explores preferences with staff and service-users from the identified groups, so as to enable their choice and autonomy.



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Please contact the Equality, Diversity and Inclusion Office if you require a copy of this policy in large print, high-contrast print, Braille or audio format.