



Comhairle Cathrach
Bhaile Átha Cliath
Dublin City Council

Public Sector Equality and Human Rights Duty 2025 report



Document History

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1. Introduction

Dublin City Council has a strong history of commitment to equality and human rights. As a local authority we are proud to serve all the citizens of our city in all their diversity. This commitment is positively strengthened by our legal obligations under the Public Sector Equality and Human Rights Duty ('the Public Sector Duty'), which was established under the Irish Human Rights and Equality Commission Act 2014.

The Public Sector Duty allows the Council to build on our existing foundations to proactively prevent and eliminate discrimination and inequality in the workplace, promote equality of opportunity, and protect the human rights and treatment of our staff, service users, customers, and everyone affected by our policies and procedures. This is done through a more planned and systemic approach to equality and human rights and embedding human rights and equality matters across our organisational functions.

We view the Public Sector Duty as more than just a legal obligation. It's a positive Duty that can help all our staff to take an equality and human rights-based approach to the work that they do and place equality and human rights in the forefront and mainstream of how we all execute our functions. This allows everyone to work in smarter, better and more inclusive ways that will positively impact on the workplace, the Council and service users.

2. Legislation Framework

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

The first of these Public Sector Duties, known as the overarching Duty, is an ongoing Duty on public bodies. Established under Section 42(1) of the Irish Human Rights and Equality Act 2014, this Public Sector 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 Public Sector Duties, known as the strategic Duty, is a targeted Public Sector 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 Public Sector Duty requires that public bodies undertake three steps in giving effect to the Duty:

Assess Step: Undertake an assessment of the equality and human rights issues facing the identified groups for the Public Sector 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.

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.

Report Step: Report annually on developments and achievements in implementing the Public Sector Duty, through the public body's Annual Report.

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

Under the legislation the identified groups for the Public Sector Duty are:

- those groups 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);
- those groups who are at the intersections of these grounds; and
- individual rights holders under relevant human rights instruments.

3. Implementing the Public Sector Duty within Dublin City Council

Dublin City Council has implemented the Assess Step of the Public Sector Duty by undertaking an evidence-based and participative **Assessment of Equality and Human Rights Issues** it believes to be relevant to its functions and purpose. 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 the Public Sector Duty, Dublin City Council has taken 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 Public Sector Duty for each value, by way of:

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

Dublin City Council has also produced an **implementation plan** founded on the assessment of equality and human rights issues and serving to give ongoing effect to both Section 42(1) and Section 42(2) of the Public Sector Duty.

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

An **Evidence Book for the assessment of equality and human rights issues** was also developed. This documents the research used for the assessment and is designed to be used by departments as a data and information source.

All these documents are available on the Dublin City Council website, Public Sector Equality and Human Rights Duty page. [Click here to access the Public Sector Equality and Human Rights Duty.](#)

To support departments in demonstrating compliance with the Public Sector Duty, the Council also designed an **Equality and Human Rights Impact Assessment (EHRIA)** template and an **Annual Department Report** template to assist departments track progress in implementing the Public Sector Duty and highlight achievements in addressing equality and human rights issues. A **Guide to implementing the Equality and Human Rights Duty** and an Introduction to the Public Sector Duty staff training video were also developed to assist staff in understanding their obligations under the Public Sector Duty and their responsibilities in relation to its implementation.

The Council's Human Resources Department is responsible for overseeing the ongoing implementation of the Public Sector Duty across the Council, through its EDI Office. Each department's senior management team is also responsible for their department's ongoing implementation of the Public Sector Duty by identifying 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 Equality, Diversity and Inclusion (EDI) Officer also reports on a bi-monthly basis on achievements in implementing the Public Sector Duty to a corporate Equality Committee.

4. Achievements in relation to implementing the Public Sector Duty

These are achievements in relation to the overall Dublin City Council implementation plan.

4.1 Communication

- Development and promotion of a dedicated Public Sector Duty information section on the Council's intranet site CitiDesk. The information on this site serves as an introduction to the Public Sector Duty for Council staff, providing supporting documents, templates, and guidelines to help implement the Public Sector Duty for the specific commitments identified to undergo the Duty process.
- Creation of a dedicated page on the Public Sector Duty on the Dublin City Council website. This site promotes public awareness of the Public Sector Duty and how it is being implemented within the Council. It sets our annual Public Sector Duty commitments and reports on progress and achievements each year.
- Promotion of the Public Sector Duty has also taken place at induction/onboarding sessions, at workshops for managers and within Dublin Fire Brigade.
- There has been ongoing communication of the Public Sector Duty through the Council's internal bulletin, updates via our page on CitiDesk and via email.

4.2 Training

- An introduction to the Public Sector Equality and Human Rights Duty video was developed for the Council's eLearning platform to assist staff understanding of their obligations under the Public Sector Duty and their responsibilities in relation to its implementation. On completion of the training video and questionnaire, staff are issued with a certificate of completion.
- Hosting of a series of webinars on disability issues on the Council's intranet site CitiDesk.
- Training of all staff involved in rolling out the Public Sector Duty commitments by an Equality consultant.

4.3 Monitoring Progress

- The EDI office developed an Annual Department Report template for the Public Sector Duty process. This is circulated to all departments at the end of each year. Each department is required to provide their progress and achievements on implementing the Public Sector Duty.
- Reporting progress on the implementation of the Public Sector Duty is a standing item on the Council's Equality Committee meetings.

5. Public Sector Duty achievements

The following City Council policies, plans and strategies were nominated as Public Sector Duty commitments by departments in the 2025 Annual Service Delivery Plan (ASDP). Key Performance Indicators (KPI's) are listed where available in relation to all departments. Each of the policies, plans and strategies completed an EHRIA unless otherwise indicated. Any policies, plans and strategies that did not complete their Public Sector Duty commitment in 2025 will be carried forward into the 2026 Annual Service Delivery Plan.

5.1 Human Resources Department

Policy, Plan, Strategy	KPI	Progress Update
Work without limits Code of practice for employing people with a disability	Policy Review	<ul style="list-style-type: none"> Completed an Equality and Human Rights impact assessment on the Work without limits Code of practice policy
	Increase staff disability disclosure	<ul style="list-style-type: none"> Development of a disability disclosure form to encourage staff to make a disability disclosure to the EDI Office
	Publicise DCC as a positive to disability employer	<ul style="list-style-type: none"> System established to send quarterly emails to the Disability Federation of Ireland to encourage applicants with disabilities to apply for positions with DCC
	Raise awareness of the need for accessible communications	<ul style="list-style-type: none"> DCC's Accessible Information Guidelines revised and recirculated to all staff Identified areas of improvement for blind and vision impaired staff who use screen reader assistive technology Identified areas of improvement for Deaf staff to ensure captioning is available for all recording of meetings
	Increase staff awareness of disability issues	<ul style="list-style-type: none"> Hosting of a series of webinars on disability issues and how they can be supported in the workplace on DCC's intranet site CitiDesk

	Provide information to staff and managers around reasonable accommodation in the workplace	<ul style="list-style-type: none"> • Development of a Reasonable Accommodation Request procedure
	Provide information on the use of accessible venues	<ul style="list-style-type: none"> • A Disability Access Venue Hire Guide included in the Accessible Information Guidelines which were recirculated to all staff
	Sustain links with DCC's Disabled Persons Organisations	<ul style="list-style-type: none"> • Disability Liaison Officer is part of the operational group for the Disabled Persons Organisations Consultation Process
	Staff Awareness Training	<ul style="list-style-type: none"> • Three staff in the EDI Office completed Dublin City Council's Public Sector Equality and Human Rights Duty training by an Equality consultant and also IHREC Equality and Human Rights in the Public Service eLearning course
Policy, Plan Strategy		Progress Update
Probation Policy	<ul style="list-style-type: none"> • Raise staff awareness of the Public Sector Duty: Three staff involved in the revision of the Policy completed Dublin City Council's Public Sector Equality and Human Rights Duty training by the Equality consultant • Completed an Equality and Human Rights impact assessment on the Probation policy 	

5.2 Culture, Community, Leisure and Area Services Department

Policy, Plan, Strategy	Progress Update
Dublin City Arts Development Plan	<ul style="list-style-type: none"> • Number of initiatives taken to identify and respond to the specific needs of the identified groups for the Public Sector Duty to enable access and participation • Consultations with members of identified groups held ahead of programming of youth festival Cruinniu na nÓg • Consultations with members of identified groups held in preparation for development of EDI policy • Demographic data collected for 2024 and 2025 arts grants applicants

	<ul style="list-style-type: none"> • Equality, Diversity and Inclusion in the Arts Policy in place and Strategy implemented • Completed an Equality and Human Rights impact assessment on the Arts Plan 2025 – 2029 • Number of actions taken to build staff capacity on equality and diversity, in the Arts Office and partner organisations, and number of participants • Raise staff awareness of the Public Sector Duty: One staff member completed IHREC Equality and Human Rights in the Public Service eLearning module and one staff member completed Dublin City Council’s Public Sector Equality and Human Rights Duty training provided by an Equality Consultant • One staff member completed level 9 modules in Human Rights and Equality and Egalitarian Theory • Number of actions taken to implement the Public Sector Equality and Human Rights Duty in the outworking of this plan, in developing new policies and in engagement with partner organisations • Engaged consultant Olwen Dawe to support the development of an EDI policy • Formally consult with artists and arts organisations on issues of human rights and equality in preparation for the development of the EDI policy • Engaged members of identified groups through community arts provisions and outreach including but not limited to the Arts Office festivals programme, Citizens Commissioners programme, Community Development and Neighbourhood Arts Grants and support of individual artists from identified Groups • Improvements made in the collection and analysis of equality data to track diversity in audiences engaged, participants enabled, and artist/s supported • Improved demographic data collection for Arts Grants 2025 following analysis of 2024 data • Develop area specific Arts Plans responding to the needs of each administrative area of the City Council, with particular attention to the specific needs of the diversity of communities within these administrative areas • Area specific Arts Plan in development for Clongriffin/Belmayne area

Libraries Development Plan	<ul style="list-style-type: none"> Completed an Equality and Human Rights impact assessment on the Libraries Development Plan. The Plan is awaiting publication (at the time of this report) Raise staff awareness of the Public Sector Duty: Two staff members completed Dublin City Council's Public Sector Equality and Human Rights Duty training provided by an Equality Consultant
Dublin City Age Friendly Strategy	<ul style="list-style-type: none"> Completed first step of the EHRIA process Review of strategy in progress Item to be carried forward as a Duty commitment into 2026 ASDP Raise staff awareness of the Public Sector Duty: Nine members of the Dublin City Age Friendly Alliance completed Dublin City Council's Public Sector Equality and Human Rights Duty training by an Equality consultant
Dublin City Parks Strategy	<ul style="list-style-type: none"> Completed first step of the EHRIA process Review of strategy in progress Item to be carried forward as a Duty commitment into 2026 ASDP Raise staff awareness of the Public Sector Duty: Parks Services staff have completed Dublin City Council's Public Sector Equality and Human Rights Duty training by an Equality consultant and IHREC's Equality and Human Rights in the Public Service eLearning course

5.3 Corporate Services and Transformation Department

Policy, Plan, Strategy	Progress Update
Customer Action Plan 2025-2027	<ul style="list-style-type: none"> Completed an Equality and Human Rights impact assessment on the Customer Action Plan 2025-2027. The Plan is awaiting development of the Customer Experience Strategy before publication Raise staff awareness of the Public Sector Duty: Two staff completed Dublin City Council's Public Sector Equality and Human Rights Duty training by an Equality consultant

<p>Digital Transformation Strategy</p>	<ul style="list-style-type: none"> • Completed an Equality and Human Rights impact assessment on the Digital Transformation Strategy • Raise staff awareness of the Public Sector Duty: Six staff members completed Dublin City Council’s Public Sector Equality and Human Rights Duty training by an Equality consultant. • Citizen Hub platform is WCAG 2.2 compliant. • Identified accessibility limitations with M365 SharePoint Online and are actively investigating solutions. The Digital Services Team are leveraging internal Power Platform capability. • The consultation platform (engage.dublincity.ie) is working with Disabled Persons Organisations to strengthen accessibility and inclusivity. • Each platform is device compliant, ensuring all users can access services from any device, including those who rely solely on a mobile phone.
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5.4 Housing Department

Policy, Plan, Strategy	Progress Update
<p>Homeless Action Plan</p>	<ul style="list-style-type: none"> • Completed an Equality and Human Rights impact assessment on the Homeless Action Plan • A number of KPI’s have been identified capturing information in relation to the identified groups under this plan • Raise staff awareness of the Public Sector Duty: 52 staff completed IHREC’s Equality and Human Rights in the Public Service eLearning course • Sixteen staff completed Dublin City Council’s Public Sector Equality and Human Rights Duty training by the Equality consultant • Translation service in central placement service
<p>Complete an equality review of the Local Authority Homeless Assessment</p>	<ul style="list-style-type: none"> • A literature review has completed, interviews have taken place and a report prepared and is being reviewed • Item to be carried forward as a Duty commitment into 2026 ASDP
<p>Housing Allocation Scheme</p>	<ul style="list-style-type: none"> • Initial preparatory work has commenced and is ongoing • Item to be carried forward as a Duty commitment into 2026 ASDP

5.5 Planning, Property and Economic Development Department

Policy, Plan, Strategy	Progress Update
Dublin City Night-Time Economy Strategy	<ul style="list-style-type: none"> • Completed an Equality and Human Rights impact assessment on the Dublin City Night Time Economy Strategy • Raise staff awareness of the Public Sector Duty: two staff members completed Dublin City Council’s Public Sector Equality and Human Rights Duty training by an Equality consultant • Supported or directly managed nearly 200 low-cost or free late-night cultural events by end of 2025, widening access for diverse communities and income groups • Established the Dublin Nights Help Zone (Nee-Naw) to provide welfare, medical, and practical support, ensuring people feel safe enjoying the city at night • Tracked incident reports by type and demographics (where available), with a focus on women and vulnerable groups’ experiences in the night-time economy • Partnered with the National Transport Authority on improvements to late-night transport, reducing barriers for shift workers, students, and those reliant on public transport • Rolled out the Safe and Sound online training platform to equip diverse hospitality workers with practical skills on safety, inclusivity, and conflict management • Conducted regular consultations with residents, businesses, and cultural groups to ensure diverse voices shape night-time initiatives and decision-making • Promoted fair treatment and safe working conditions in the night-time economy through collaboration with industry stakeholders

5.6 Dublin Fire Brigade

Equality Review	KPI	Progress Update
<p>Following the DFB Equality Review, implement the 3-year DFB Equality Action Plan with a focus on the following priority actions:</p> <ul style="list-style-type: none"> Invest in DFB's physical infrastructure to ensure the provision of adequate and appropriate station welfare facilities for all genders Incorporate an outreach component in all DFB recruitment campaigns to encourage the participation of minority groups 	<p>Raise staff awareness of the Public Sector Duty</p>	<ul style="list-style-type: none"> Over 550 staff have completed the Dublin City Council Public Sector Equality and Human Rights Duty training to date from new recruits to officer development courses
	<p>Implementation of recommendations arising from the Dublin Fire Brigade Equality Review to improve workplace equality and inclusion</p>	<ul style="list-style-type: none"> Gender-specific welfare and facility upgrades ongoing across multiple stations; inclusion awareness integrated into internal management processes – development courses. Increased leadership engagement in equality initiatives and better integration of equality considerations in operational planning
	<p>Number of fire stations identified upgraded to provide adequate and appropriate welfare and changing facilities for all genders</p>	<ul style="list-style-type: none"> Refurbishment works progressed under the capital works plan, with equality and accessibility standards incorporated into all design briefs. Enhanced consultation with station personnel and design teams to ensure facilities reflect the needs of a diverse workforce
	<p>Increase in applications from women and minority groups compared to previous campaigns</p>	<ul style="list-style-type: none"> Targeted outreach and inclusive messaging implemented in recruitment materials; greater visibility of Dublin Fire Brigade's inclusive employer brand. Collaboration with Dublin City Council's EDI Office and community organisations to strengthen outreach channels and track demographic data
	<p>Annual reporting on Dublin Fire Brigade's equality and human rights commitments under the Public Sector Duty</p>	<ul style="list-style-type: none"> Dublin Fire Brigade's actions aligned with DCC's corporate EDI framework and reported through the Annual Service Delivery Plan and Public Sector Duty progress reports. Systematic inclusion of equality and human rights monitoring within DFB's management reporting processes

Equality Review	KPI	Progress Update
	Establishment of Dublin Fire Brigade EDI committee	<ul style="list-style-type: none"> Establishment of Dublin Fire Brigade, EDI committee, where there have been 6 meetings in 12 months. Real day to day issues reviewed and action focused working groups established
	Exploration of corporate work-sharing policy	<ul style="list-style-type: none"> Ongoing exploration of corporate work-sharing policy and trial of work-sharing for Dublin Fire Brigade operational staff
	Implementation of Dublin Fire Brigade Equality Review and Action Plan	<ul style="list-style-type: none"> Ongoing implementation of Dublin Fire Brigade Equality Review and Action Plan recommendations to advance gender inclusion and workplace equality
	Implement Dublin City Council's Public Sector Equality and Human Rights Duty Implementation Plan	<ul style="list-style-type: none"> Dublin Fire Brigade actions aligned with the broader Council strategy to embed equality and human rights across all departmental functions

5.7 Law Department

Policy, Plan, Strategy	Progress Update
Public Information Requests process	<ul style="list-style-type: none"> Completed the first stage of the EHRIA process Review of Public Information Requests process in progress Item to be carried forward as a Duty commitment into 2026 ASDP Raise staff awareness of the Public Sector Duty: Six staff completed Dublin City Council's Public Sector Equality and Human Rights Duty training. One staff member completed IHREC's Equality and Human Rights in the Public Service eLearning course

6. Contact and further information

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