



Comhairle Contae Thiobraid Árann
Tipperary County Council

**PUBLIC SECTOR DUTY IMPLEMENTATION
STRATEGY & ACTION PLAN**

EXECUTIVE SUMMARY

January 2022

INTRODUCTION

The Public Sector Equality and Human Rights Duty (PSD) is set out in Section 42 of the Irish Human Rights and Equality Commission Act 2014.

It requires a public body, in the performance of its functions, to have regard to the need to:

- Eliminate discrimination;
- Promote equality of opportunity and treatment of its staff and the persons to whom it provides services;
- Protect the human rights of its members, staff and the persons to whom it provides services.

Public bodies, including Tipperary County Council, are required to set out in a manner that is accessible to the public in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose and the existing or proposed policies, plans and actions to address those issues. Furthermore, public bodies are required to report annually on developments and achievements in that regard in its annual report in a manner that is accessible to the public.

OUR PUBLIC SECTOR DUTY VALUES

Value	About the Value
Respect	People being treated in a manner that recognises their intrinsic human worth.
Fairness	People being treated equally in a manner that is reasonable and without bias.
Non-Discrimination	Difference is welcomed and valued and diversity is accommodated in accessing our services and in employment of our staff.
Transparency	Through our dealings and actions, we are open and accountable.
Collaboration	The diversity of people is recognised by providing all persons with opportunities to have a say on matters and in decisions that affect them.
Dignity	Concern for respect, care and human worth relationships in all our actions and dealings with people.

OUR IMPLEMENTATION STRATEGY & ACTION PLAN

The actions identified relate to the following broad headings:

1. Service Provision;
2. People Management;
3. Research & Policy; Strategic Planning & Programmes;
4. Corporate Activity and Procurement Processes;
5. Implementation and Oversight.

These fully address the overall functional range of Tipperary County Council and focus on aspects such as:

- Service provision and interaction with external service users;
- Employment and the internal working environment;
- Corporate functions including procurement, grant allocation, outsourcing and service level agreements (SLAs);
- The production and review of plans and programmes.

No.	Goal/Objective	Actions
1.	Raise overall awareness of the Public Sector Equality and Human Rights Duty within the Council.	<ul style="list-style-type: none"> Awareness raising for Council elected members and staff. Encourage staff to view and use online guidance tools and resources available through the Irish Human Rights and Equality Commission¹.
2.	Training for staff to ensure they have confidence in their own abilities to perform their functions without discriminating against or infringing on human rights of colleagues and customers.	<p>Training on equality and human rights obligations and on how to equality and human rights proof the:</p> <ul style="list-style-type: none"> Formulation and enforcement of policies, plans and legislative standards; Budgets and procurement; Service provision; Customer service and communications; Human resources. <p>Training will be rolled out on a prioritised based.</p>
3.	Consider human rights and equality obligations at every Directorate level to identify the human rights and equality issues specifically relevant to the functions of the Directorate, to the services it provides and to its employees.	Participation/consultation with staff and their representative organisations on actions/issues impacting upon them.
4.	Consultation/ participation with staff and their representative organisations on actions/issues impacting upon them.	Participation/consultation with staff representative sample of the diversity of staff.
5.	Consider equality and human rights issues when introducing new or renewing existing human resources/people management processes and procedures.	Carry out an equality and human rights assessment when introducing new or reviewing human resources processes and procedures.
6.	Promote consideration of equality and human rights throughout the procurement process.	Identify means of integrating the Duty into strategic and tactical procurement planning and procurement procedures.
7.	Understand our changing employee diversity in order to inform strategies and support programmes/activities for our workforce.	Collate information using current systems available.
8.	Understand the changing customer profile in order to gauge how our service delivery includes groups experiencing inequality and human rights issues and the impacts on those using our services.	Develop methods to evaluate outcomes for service users and potential users across the nine equality grounds and the socio-economic status ground.
9.	Promote integration of equality and human rights issues (e.g. accessibility) into all capital projects proposed by the Council.	Consider equality and human rights issues at the Appraisal and Preliminary Design stages of capital projects.
10.	Consider in the development of plans and programmes that they comply with equality and human rights standards.	Carry out an equality and human rights assessment when drafting or reviewing plans and programmes so as to adequately address identified equality and human rights issues.
11.	Consult with external groups and stakeholders under equal treatment legislation and under the socio-economic status ground and supporting their participation on issues that impact on them.	Participation/consultation with relevant groups and their organisations at key times in the development and implementation of issues impacting upon them.
12.	Opportunities will arise on an ongoing basis over the coming years where our Public Sector Duty can be promoted and implemented.	The Action Plan will not restrict/prevent the Council in promoting and implementing its Public Sector Duty when opportunities arise.
13.	Provide annual oversight on implementation of actions.	Include an update in the Council's Annual Report on progress on implementing the actions in this Action Plan.

¹ www.ihrec.ie



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