**South Dublin County Council: Public Sector Equality and Human Rights Duty**

**Action Plan 2024**

**1. Introduction**

SDCC has prepared this action plan for the Public Sector Equality and Human Rights Duty (the Duty) in line with its implementation plan for the Duty.

The Duty requires public bodies to have regard to the need to eliminate discrimination, promote equality of opportunity, and protect human rights for service users, policy beneficiaries, and employees, across all their functions. To give effect to the Duty, public bodies must undertake an assessment of equality and human rights issues relevant to their functions; have or put in place policies, plans and actions to address these issues; and report annually on achievements in this.

**2. Key Moments for Implementing the Address Step of the Duty**

The Address step of the Duty will be implemented in the development of the corporate plan and steps will be taken to ensure that the corporate plan meets the specific requirements of the Duty for a corporate plan.

The Address step of the Duty will be implemented in developing/reviewing the:

* LECP
* Integration Strategy
* Age Friendly Strategy
* Traveller Accommodation Programme
* Digital Services Transformation Strategy
* Anti-Social Strategy
* Tenant Participation Strategy
* Strategic Workforce Plan

The process will involve an initial step to tailor the SDCC assessment of equality and human rights issues to establish those issues that are relevant to the strategy, plan, policy or programme. Steps will then be taken during the development/review process to include for actions to address these issues. A final step will involve application of a template to check a close-to final draft as to whether the issues have been adequately and appropriately addressed and to identity any amendments that might be required to achieve this.

Further to these key moments, steps will be taken to develop an approach to including a focus on the Duty in the SDCC procurement function.

An approach to including a focus on implementing the Duty as part of the pre-populated objectives in Team plans will be explored and developed, thus serving to advance the ongoing implementation of the Address step of the Duty.

**3. Action to Enable Ongoing Implementation**

***Leadership***

The management team will continue to promote the Duty, its potential, and the SDCC ambitions for its implementation.

***Drive***

The cross-organisational working group for the Duty will continue to meet to plan for, support, and report on implementation of the Duty, meeting four times during the year.

***Capacity***

Training/familiarisation on the Duty will be provided for staff, in particular staff working on the Duty, where the Address step of the Duty is to be implemented.

A focus on equality, human rights, and the Duty and the SDCC implementation plan for the Duty will be included in induction training for staff and in training for Councillors.

An approach to including a focus on the values and giving expression to the values in PDP, and staff supervision will be explored and developed.

***Communication***

A focus on the Duty, its implementation through the annual action plan, and the values that motivate this work will be brought into internal communications, in particular the Chief Executive's Report as well as regular features in staff newsletters.

A presentation on the values statement, the statements of outcome and of process, and on the Duty and SDCC ambitions for this will be given at staff conferences across the organisation.

**4. Working Group Terms-of-Reference**

The working group will:

* prepare an annual workplan of plans, policy strategies, programmes, schemes, internal policies and procedures that are to be developed or reviewed during the year (key moments), to be prioritised for implementing the Address step of the Duty, and of actions to be taken to enable implementation of the Duty, and ensure this is made publicly available;
* champion, advise on, and act as contact points for implementation of the Duty in their respective sections of SDCC;
* track and support implementation of the annual action plan for the Duty;
* support the development and application of monitoring systems across SDCC to track progress made on the equality and human rights issues in implementing the Duty through SDCC plans, policy strategies, programmes, schemes, internal policies, and procedures;
* ensure the assessment of equality and human rights issues is made publicly available, take ongoing feedback on this, and keep it under review to inform a future review of this in the build-up to the next corporate plan; and
* promote and support annual reflection on progress made on implementing the Duty and develop a report on this for the Annual Report and ensure this is made publicly available.