



**Comhairle Contae Thiobraid Árann**  
Tipperary County Council

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

**ASSESSMENT OF EQUALITY AND HUMAN RIGHTS ISSUES**

**SEPTEMBER 2021**

Issue	Function
Diversity in workplace (disability, gender, ethnicity)	People Management
Dignity at Work – limited awareness of policy/procedures	People Management; Service Provision
Networking across organisation internally	Service Provision
Training, capacity building and development opportunities for staff, generally and also focused around human rights and equality	People Management
Staff wellbeing and mental health – generally and in the workplace	People Management
Quality of work for people with disabilities in workplace	People Management; Service Provision
Residents’ participation & consultation (estate management; tidy towns; town centre forums; etc.)	Service Provision; Research & Policy; Strategic Planning & Programmes
Accessibility of public realm areas, recreational & social facilities	Service Provision; Strategic Planning & Programmes
Accessibility not embedded in all projects and activities from design stage	Research & Policy; Strategic Planning & Programmes
Recognising Council’s customer profile has changed in recent years	Corporate Activity; Research & Policy
Understanding who and what groups are not accessing services	Corporate Activity; Research & Policy
Web design accessibility	Corporate Activity
Anti-social behaviour – staff management of such behaviour	Service Provision
Staff understanding the cultural differences of customers	People Management; Service Provision
Equality proofing of all plans, policies, projects & services	Research & Policy; Strategic Planning & Programmes; Corporate Activity
Social housing supply	Strategic Planning & Programmes; Service Provision