

# **Tipperary County Council: Implementing the Public Sector Equality and Human Rights Duty**

## **Action Plan 2025-2026**

### **1. Introduction**

This action plan gives effect to our implementation plan for the Duty over 2025. It draws from commitments made in our Service Delivery Plans, SPC Work Programmes, and Team Development Plans.

### **2. Overarching Duty**

An equality and human rights impact assessment, based on our template, will be undertaken, to give effect to the ongoing Overarching Duty, in the:

- Development of Customer Service Action Plan and Customer Charter
- Development of Communication Strategy
- Development of Migrant Integration Strategy
- Review of LECP Implementation Plan
- Review of health and safety policies

### **3. Strategic Duty**

To give effect to the Strategic Duty, we will continue to implement the:

- Migrant Integration Strategy
- Traveller Accommodation Programme
- Housing Local Strategic Plan for People with a Disability
- Age Friendly Strategy
- Dignity at Work Policy

### **4. Enabling Actions**

To enable our ongoing implementation of the Duty, we will:

Leadership:

- Continue to convene the working group for the Duty.
- Appoint a staff person with responsibility to support and enable ongoing implementation of the Duty.
- Provide training on the Duty to familiarise the Senior Management Team.

Capacity:

- Provide training on the Duty and the Equality and Human Rights Impact Assessment to support staff responsible for implementing the Duty.

Communication:

- Take steps to communicate with staff on our commitment to implementing the Duty and the approach set out in our implementation plan.
- Take steps to make our equality and human rights values visible in the organisation through signage and messaging.

Documentation:

- Document the steps taken in implementing the Duty.