



Comhairle Contae Thiobraid Árann
Tipperary County Council

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

Implementation Plan 2025-2029

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1. Public Sector Equality and Human Rights Duty

The Public Sector Equality and Human Rights Duty (the Duty) is set out in Section 42 of the Irish Human Rights and Equality Commission Act 2014.¹ This involves two separate but interconnected Duties.

Section 42(1), the overarching Duty, is an ongoing requirement on public bodies, across all their 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; and
- Protect the human rights of its members, staff and the persons to whom it provides services.

Section 42 (2), the strategic Duty, is a requirement on public bodies, as part of their strategic planning and reporting cycle to undertake three steps in giving effect to the Duty:

- **Step 1. Assess:** Undertake an assessment of the equality and human rights issues facing the identified groups for the Duty that have relevance to their functions and purpose, and to make that assessment publicly available, through their Corporate Plan.
- **Step 2. Address:** Identify and communicate, through their Corporate Plan, the plans, policies and actions being taken or proposed, to address the equality and human rights issues identified in the assessment; and
- **Step 3. Report:** Report annually on developments and achievements in implementing the Duty, and to make this report publicly available through their annual report.

The identified groups for the Duty are:

- those covered by the nine grounds in equality legislation: gender (including gender identity, gender expression, and sex characteristics), civil status, family status (including lone parents and carers), age, sexual orientation, disability (broadly defined to include all impairment groups and certain medical conditions), race (encompassing ethnicity, nationality and skin colour), religion (different religious backgrounds or outlook including not having a religious belief), and membership of the Traveller community;
- people at risk of poverty and social exclusion (socio-economic status ground);
- people at the intersections of these ten grounds; and
- rights holders under the various human rights instruments relevant to the functions and purpose of the public body.

¹ [Section 42](#) Irish Human Rights and Equality Commission Act 2014.



Tipperary County Council functions are:

- People management
- Service provision
- Corporate activities, including procurement and funding
- Planning and regulation
- Local development
- Policy and research

This implementation plan is aligned with the guidance on the Duty issued by the Irish Human Rights and Equality Commission².

2. Equality and Human Rights Values Statement

2.1 Introduction

This equality and human rights values statement has been prepared to capture those ideals that motivate our concern for equality and human rights, setting out the values that are integral to our organisational culture and that drive our shared ambition for equality and human rights. The equality and human rights statement benchmarks this ambition for our implementation of the Public Sector Equality and Human Rights Duty, setting out how these values are lived in what we prioritise and do as an organisation and in how we go about our work as an organisation.

The equality and human rights values statement provides the frame for our approach to implementing the Public Sector Equality and Human Rights Duty. It identifies and defines the four interconnected values that motivate our commitment to and ambition for the Duty:

Respect Inclusivity Voice Social sustainability
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For each value, two statements are set out to capture the implications of these values for our work in Tipperary County Council, a:

- **Statement of Outcome** – the implications of the value for what we seek to achieve as an organisation; and
- **Statement of Process** – the implications of the value for the way we work in pursuing our priorities.

² Irish Human Rights and Equality Commission (2024) [Implementing the Public Sector Equality and Human Rights Duty: Guidance for public bodies second edition](#).

The statement of outcome and the statement of process for each value, provide benchmarks for our ambition in our ongoing implementation of the Duty.

The equality and human rights values statement draws from our core values as an organisation as set out in our Corporate Plan, being rooted in our core value of equality and human rights.

The equality and human rights values statement is specifically focused on and addressed to the identified groups for the Duty.

2.2 Equality and Human Rights Values Statement

Respect is about dignity and valuing intrinsic human worth, and fairness and treating people equally. It involves building trust and is rooted in empathy, impartiality, and compassion, and in being ethical and non-judgemental.

Statement of Outcome: Tipperary County Council strives to promote and create contexts, within the county and within the organisation, where the identified groups experience respect and openness in the way they are treated, and in the relationships that they experience; and where their rights are protected and fulfilled.

Statement of Process: Tipperary County Council works in a manner that values people from the identified groups, treats everyone with fairness and empathy, and in a manner that is characterised by integrity in living out our equality and human rights values.

Inclusivity is about recognising and valuing diversity, appreciating the benefits and opportunities that flow from diversity, and understanding and responding to the practical implications of diversity. It involves being flexible, accessible, and accommodating the specific needs that arise from diversity.

Statement of Outcome: Tipperary County Council strives to promote and ensure the provision of accessible services and creation of accessible workplaces; to stimulate and support communities that positively embrace diversity in their interactions and ambitions; and to give leadership in serving as a model for inclusivity.

Statement of Process: Tipperary County Council works in a manner that understands, is welcoming to, and makes reasonable accommodations for diversity in its service provision and employment.

Voice is about empowerment, having a say in decision-making, and accountability. It involves collaboration and partnership, participation in decision-making structures and consultation processes, and support to enable a meaningful engagement in such structures and processes.

Statement of Outcome: Tipperary County Council strives to ensure policy is informed by the perspective of the identified groups; to support

and work through structures and procedures that enable the voice of the identified groups; and to build networks and relationships that enable our reach into the identified groups.

Statement of Process: Tipperary County Council works in a manner that dialogues with and listens to service users and employees from the identified groups and acknowledges and has regard to their perspectives raised in this way; and takes steps as required to enable their participation in such dialogue, to track the nature and scale of this engagement, and to advocate for their perspectives within its deliberations.

Social sustainability is about planning for, distributing, and enabling access to resources, such as employment, income, accommodation, education and health, with a view to addressing disadvantage, ensuring quality of life, and achieving sustainable and resilient communities.

Statement of Outcome: Tipperary County Council strives to ensure quality of life across the identified groups and to build and embed a sustainable social fabric of diverse communities, through policies and programmes designed to progress equal outcomes for the identified groups.

Statement of Process: Tipperary County Council works in a manner that targets resources to address the disadvantage experienced by the identified groups in a manner that is consistent and evidence-based.

3. Assessment of Equality and Human Rights Issues

3.1 Introduction

This assessment of equality and human rights issues has been undertaken in compliance with Section 42 (2) of the Irish Human Rights and Equality Commission Act 2014³, and in alignment with guidance issued by the Irish Human Rights and Equality Commission⁴.

The purpose of the assessment is to identify the equality and human rights issues facing the identified groups for the Duty that have relevance for the functions and purpose of Tipperary County Council. ***It is not an assessment of the performance of Tipperary County Council in regard to its work and its initiatives to address equality and human rights concerns.***

This assessment has been undertaken in an evidence-based and participative manner. It is based on a review of relevant local and national policy strategies,

³ [Section 42](#), Irish Human Rights and Equality Commission Act 2014.

⁴ Irish Human Rights and Equality Commission (2024) [Implementing the Public Sector Equality and Human Rights Duty: Guidance for public bodies second edition](#).



national research, international research and submissions to human rights bodies. It draws from the knowledge and experience of representative associations of the identified groups and of Tipperary County Council staff.

The equality and human rights issues that face the identified groups relate to the:

- **Situation** of the group in terms of their access to resources and any particular disadvantage they experience.
- **Experience** of the group in terms of the quality of their interaction with employers and service providers and with the wider society.
- **Identity** of the group in terms of how they chose to give expression to their identity and the specific needs that arise from their identity.

This assessment is the foundation and connection point for implementing both the overarching Duty under Section 42(1) and the strategic Duty under Section 42(2), enabling a planned and systematic approach to equality and human rights.

The four values that motivate our commitment to equality and human rights and our ambition in implementing the Duty, are used as a framework to set out this assessment of equality and human rights issues, which are the values of: respect; inclusivity; voice; and social sustainability.

The issues identified in this assessment are relevant across all the identified groups for the Duty, unless otherwise stated. In some instances, specific examples are given for particular groups where national data indicate: a unique experience for that group in regard to the issue(s); or that the group(s) experience a significant or persistent inequality or discrimination or human rights violation in regard to the issue(s).

Addressing these equality and human rights issues is to contribute to the elimination of racism, classism, ableism, homophobia, transphobia, sectarianism, sexism, and ageism.

3.2 Assessment of Equality and Human Rights Issues

Respect *is about dignity and valuing intrinsic human worth, and fairness and treating people equally. It involves building trust and is rooted in empathy, impartiality, and compassion, and in being ethical and non-judgemental.*

The equality and human rights issues to be addressed in implementing the Duty, relevant to this value, are:

- *Discrimination⁵ experienced by the identified groups, both individual and institutional, in recruitment and/or in the workplace.* In particular, the data point to:

⁵ As defined under the Employment Equality Acts.



- high levels of discrimination, in recruitment, for: lone parents, Black and minority ethnic people including Travellers and Roma; disabled people; older people; and LGBTIQ+ people, in particular trans people, and including the ground of religion.
- high levels of in-work discrimination including in promotion, career opportunities and pay, for: women; disabled people; Black and minority ethnic people; and trans people.
- high levels of pregnancy-related discrimination experienced by women at work.
- discriminatory job advertising.
- *Discrimination⁶ experienced by the identified groups, both individual and institutional, when trying to access and/or participate in public and/or private services:* In particular, the data point to:
 - high levels of discrimination, when accessing services, for: lone parents; Black and minority ethnic people including Travellers and Roma; trans people; and disabled people, and including the ground of religion.
- *Discrimination⁷ experienced by the identified groups, both individual and institutional, in relation to housing.* In particular, the data point to:
 - high levels of discrimination, when seeking to access housing, for: lone parents; disabled people; trans people; young people; and Black and minority ethnic people including Travellers and Roma.
- *Identity-based harassment and sexual harassment⁸ in the workplace and/or in accessing goods and services, which creates unwelcoming, intimidating, hostile, degrading or offensive environments for the identified groups.* In particular, the data point to:
 - high levels of sexual harassment experienced by women in the workplace.
 - high levels of identity-based harassment experienced by Travellers and LGBTIQ+ people at work, and including the ground of religion.
- *Prejudice, stigma, stereotyping and stereotypical representation of the identified groups.* In particular, the data point to:
 - stereotyping of women, LGBTIQ+ people, Travellers, and older people.
- *Lack of safety and not feeling safe in public spaces.* In particular, the data point to:
 - racist abuse of migrants.
 - hostility to LGBTIQ+ people from others in homeless services.
 - fear of violence and abuse among older people and among LGBTIQ+ people, in particular in public places and when showing public affection.
 - gender-based violence and fear of such violence for women, including domestic violence.

⁶ As defined under the Equal Status Acts.

⁷ As defined under the Equal Status Acts.

⁸ As defined under the Employment Equality Acts and the Equal Status Acts.



- *Invisibility for diversity and people hiding their identity in the workspace and public spaces for fear of discrimination or harassment.* In particular, the data point to:
 - Travellers, LGBTIQ+ people and in particular trans people, and people with hidden disabilities feeling they have to hide their identity.
 - failure to create work and service provision environments that are welcoming to, open about, and safe for diversity across the identified groups.
 - lack of equality data.
- *Isolation experienced by the identified groups.* In particular, the data point to:
 - lack of integration and interactions with the majority community for migrants and for Roma.
 - issues for Travellers and Roma in engaging with neighbours and their local community.
 - issues for LGBTIQ+ people, in coming out and in living in rural areas and in workplaces.
 - issues for older people and disabled people living alone.
 - rural isolation experienced across the identified groups.
- *Lack of knowledge, understanding and/or capacity of employers and service providers to prevent and address issues of discrimination, and harassment and sexual harassment.*
- *Lack of fair procedures to respond to and resolve issues of discrimination, harassment and sexual harassment that arise and failure to adequately apply such procedures when such issues arise.*
- *Significant under-reporting of discrimination in employment and/or service provision by the identified groups.*

Inclusivity is about recognising and valuing diversity, appreciating the benefits and opportunities that flow from diversity, and understanding and responding to the practical implications of diversity. It involves being flexible, accessible, and accommodating the specific needs that arise from diversity.

The equality and human rights issues to be addressed in implementing the Duty, relevant to this value, are:

- *Failure to make reasonable accommodation with adaptations for diversity to address the specific needs that arise from diversity, to enable access for the identified groups to, and their participation in, services.* In particular, the data point to:
 - lack of service provision procedures to identify and meet the specific needs of the identified groups and failure to provide information on any such procedures in place.
 - failure to identify, understand and adapt for specific needs in the provision of homeless services.



- issues of accessibility in the Choice Based Letting system and other relevant digital online systems used.
- failure to make reasonable accommodation for disabled people in the provision of services.
- lack of adaptation of accommodation in housing provision for disabled people.
- lack of adaptation in service provision to respond to the specific needs that arise from cultural diversity.
- lack of culturally appropriate provision for Travellers in housing provision.
- *Failure to make reasonable accommodation with adaptations for diversity to address the specific needs that arise from diversity, in the recruitment process and to enable access for the identified groups to, and their participation in, employment.* In particular, the data point to:
 - lack of recruitment/workplace procedures to identify and meet the specific needs of the identified groups and failure to provide information on any such procedures in place.
 - mandatory retirement ages at work and lack of gradual and flexible retirement options.
 - lack of provision for work-life balance and flexible working arrangements in the workplace, and, in particular, failure to encourage take up by men where these are available.
 - lack of gender-neutral facilities.
 - failure to make reasonable accommodation for disabled people at work.
- *Lack of supports to meet specific needs of the identified groups.* In particular, the data point to:
 - lack of supports for independent living for older people and disabled people.
 - lack of the particular supports and services required by disabled people and by older people to engage in employment and in accessing services.
 - lack of recognition and support to preserve and give expression to Traveller culture and identity.
 - difficulty for trans people in obtaining official documents that reflect their gender identity can create problems in accessing services including housing.
- *Lack of universal design and inaccessible physical infrastructure, transport, and public buildings and public spaces.*
- *Inaccessible communication that do not reach or engage the identified groups due to formats and channels, and to content and language.* In particular, the data point to:
 - failure to take account of language diversity in providing translation and interpretation, including Irish Sign Language.
 - failure to take account of literacy barriers.
 - inaccessible websites.



- inaccessible communication materials.
- lack of outreach to the identified groups.
- *Lack of recognition for intersectionality and failure to address the specific needs that arise.*
- *Lack of understanding of diversity and capacity among employers and service providers to respond to diversity and the specific needs that arise from diversity.*

Voice is about empowerment, having a say in decision-making, and accountability. It involves collaboration and partnership, participation in decision-making structures and consultation processes, and support to enable a meaningful engagement in such structures and processes.

The equality and human rights issues to be addressed in implementing the Duty, relevant to this value, are:

- *Lack of opportunities for the identified groups to have a say, participate in consultations and be heard in decision-making processes.* In particular, the data point to:
 - lack of structures and systems in place to enable people to have a say.
 - barriers in the design and functioning of the structures and systems in place for the identified groups to make their contribution.
 - lack of information made available and supports provided for representatives of identified groups to enable them to participate effectively and be heard through the structures and systems in place.
 - fears among the identified groups about participating and any exposure to negative treatment that might result.
 - failure to track the engagement of identified groups in public consultations and to establish their particular perspectives.
- *Limited presence of people from the identified groups in decision-making positions.*
- *Lack of feedback from and follow-up to participation by the identified groups in consultation and participative processes and structures.*
- *Lack of representation for people from the identified groups in public and political life.* In particular the data point to:
 - under-representation of women in elected positions.
 - lack of presence of Black and minority ethnic people, including Travellers and Roma in elected positions.
 - barriers to voter registration among migrants.
 - low levels of participation of 'naturalised/non-Irish citizens', Travellers and Roma as electoral candidates.
 - negative abuse experienced by people from the identified groups when participating in public life, leading to fears and to withdrawal.
- *Lack of recognition and support for the representative and advocacy role of civil society organisations of the identified groups.*



Social Sustainability is about planning for, distributing, and enabling access to resources, such as employment, income, accommodation, education and health, with a view to addressing disadvantage, ensuring quality of life, and achieving sustainable and resilient communities.

The equality and human rights issues to be addressed in implementing the Duty, relevant to this value, are:

- *Unemployment, precarious work and under-employment among the identified groups.* In particular, the data point to:
 - low levels of labour market participation for: young people, Black and minority ethnic people including Travellers and Roma, disabled people, older people, and lone parents.
 - under-employment of women, including reduced hours and part-time working, due to impact of caring responsibilities and lack of access to childcare supports.
 - under-employment of migrants due to lack of recognition for qualifications and lack of representation of minority ethnic groups across the public sector.
 - precarious employment for women, and lone parents.
 - lack of access to decent work for women, lone parents, young people, Black and minority ethnic groups including Travellers and Roma, and disabled people.
 - lack of employment and training-related networks and connections for Travellers, to assist them to access employment.
- *Lack of access to promotion and career progression opportunities for the identified groups.* In particular, the data point to:
 - higher rates of in-work promotion-related discrimination and lack of career progression for women, disabled people, Black and minority ethnic people, and older people.
 - negative impact of caring responsibilities and limits on promotion and other career opportunities, for women.
- *Low incomes and income inequality.* In particular the data point to:
 - low pay on the socio-economic status ground, and for women and people with disabilities.
 - pay and pension gaps, in particular for women and for Black and minority ethnic employees.
 - failure to address the additional costs of disability.
- *Homelessness and risk of homelessness across the identified groups.* In particular, the data point to:
 - over-representation of people experiencing poverty, lone parents, Black and minority ethnic people including Travellers and Roma, LGBTIQ+ people, young people, men, disabled people, and people from minority religions.



- issues in the application of the HRC and Circular 41/2012, in particular for Roma.
- *Housing disadvantage and housing insecurity across the identified groups.* In particular, the data point to:
 - high levels of social housing need for disabled people, young people, Black and minority ethnic people including Roma and Travellers, and lone parents.
 - overcrowding experienced among Black and minority ethnic people including Travellers and Roma, disabled people, lone parents, young people, and people on rent supplement.
 - poor living conditions experienced by Black and minority ethnic people including Roma and Travellers, older people, women and lone parents.
 - lack of provision of Traveller-specific accommodation.
 - failure by private sector landlords to fulfil legal requirements with regard to the letting process and the property rented.
- *Poverty, including at-risk of poverty, consistent poverty and enforced deprivation, across the identified groups.* In particular, the data point to:
 - area-based disadvantage, urban and rural, alongside pockets of disadvantage in more affluent areas.
- *Lack of participation in and engagement with arts and culture, as consumers and as producers, experienced across the identified groups.* In particular, the data point to:
 - barriers to participation and engagement experienced across the identified groups.
 - barriers to advancing careers within the arts, in particular for women.
- *Lack of participation in and engagement with sport among the identified groups.* In particular, the data point to:
 - issues for disabled people.
- *Lack of transport available to the identified groups.* In particular, the data point to:
 - this issue for Black and minority ethnic people, older people, and disabled people.
 - this issue for the identified groups in rural areas.
 - lack of adequate and accessible information to make use of transport systems.
- *Lack of access to information in order to make informed choices.* In particular, the data point to:
 - issues for older people in accessing services.
- *Digital inequality in digital constraints and digital exclusion experienced by the identified groups.* In particular, the data point to:
 - digital constraints due to lack of skills or digital literacy, in particular for older people, people living in poverty, and people with literacy issues.
 - digital exclusion due to cost of and/or access to devices and/or broadband, for people living in poverty, Travellers, and disabled people.



- *Lack of opportunity for people from the identified groups due to limited autonomy.* In particular, the data point to:
 - issues for disabled people in congregated settings and older people in nursing homes.
 - lack of support and provision for assisted decision making for disabled people.
 - issues for young people who have to live in the family home for lack of access to their own accommodation.
 - financial dependence, in particular of young people.
- *Lack of access to funding opportunities for the identified groups and for their representative associations.*
- *Failure to adequately implement national policy strategies targeting the identified groups at local level.*

3.3 Maintain the Assessment of Equality and Human Rights Issues

This assessment and its evidence base will be made publicly available on the Tipperary County Council website as required by the Duty.

The assessment and its evidence base will be updated on an ongoing basis by the Duty working group to ensure that new research is included and to incorporate learning about further issues or new dimensions to the issues from our ongoing implementation of the Duty.

The assessment and its evidence base will be reviewed and updated by the Duty working group in the lead up to the preparation of any corporate plan. This is to ensure that the most up-to-date data and information is informing our assessment of equality and human rights issues.

4. Enabling Implementation

Leadership

Senior management give leadership for implementation of the Duty, by:

- taking steps to ensure they are familiar with the Duty and its requirements;
- reviewing and approving the implementation plan for the Duty and annual action plans for its ongoing implementation; and
- underpinning an organisational priority for and investment in implementing the Duty.

A Working Group on the Duty, drawn from across the organisation, is convened on a quarterly basis to drive the ongoing implementation of the Duty, by:



- preparing annual action plans for implementing the Duty – covering both enabling actions and steps to be taken to implement both the overarching Duty and the strategic Duty;
- providing support for those sections of the organisation responsible for implementing the Duty under the action plan;
- preparing a report on implementing the Duty through the action plan and on addressing the equality and human rights issues; and
- supporting internal review and reflection on the progress made in implementing the Duty and the annual action plan during the previous year, and the further steps that might be taken to strengthen this work.

A dedicated staff resource person is responsible for supporting and enabling the ongoing implementation of the Duty across the organisation.

Communication

Internal and external communications include an ongoing and creative focus on the Duty and its implementation, and on the equality and human rights values that underpin this and our equality and human rights values statement. In this, ensuring our communication of the materials developed for the Duty is done in accessible manner, with translation as appropriate.

Action is taken to embed our commitment to equality and human rights as a central element of our organisational culture, through:

- Giving leadership on our equality and human rights values from management across the organisation.
- Making these values visible as part of our signage and messaging across the organisation and its premises.
- Stimulating discussion of these values and their implications for the organisation at team meetings.
- Incorporating these values as dimension to festivals and events that the Council organises, supports or participates in.

Civil society associations representative of the identified groups contributed to the development of our assessment of equality and human rights issues and this dialogue on our implementation of the Duty will be continued with these groups.

Capacity

Specific training on the Duty and the approach developed for its implementation is provided to staff responsible for its implementation, in particular in implementing the ongoing Duty and undertaking an equality and human rights impact assessment in the development and review of plans, policies, programmes and strategies.



Steps are taken to build staff awareness of the Duty and its requirements and to familiarise them with the approach being taken to its ongoing implementation.

Staff training, including induction training, includes reference to the Duty and our approach to its implementation, and engages and includes a focus on the equality and human rights values that underpin our approach.

Documentation

Each Department maintains records in relation to its implementation of the Duty and the progress and achievements made on foot of this.

The working group for the Duty ensures these records are available to demonstrate compliance as required.

The Corporate Plan includes reference to the assessment of equality and human rights issue and to the implementation plan for the Duty. The Annual Report includes a report on progress made in implementing the Duty and achievements in addressing the equality and human rights issues.

The assessment of equality and human rights issues, the equality and human rights values statement, the implementation plan for the Duty, and annual action plans for the Duty are publicly available on the website.

5. Implementation

5.1 Planning Implementation

The Tipperary County Council Corporate Plan is the foundation for implementing the Duty. The Corporate Plan includes a focus on the Duty, our assessment of equality and human rights issues and evidence book; our implementation plan for the Duty; and references plans targeted on the identified groups for the Duty.

Ongoing implementation of the Duty is integrated within our planning cycle through our: Service Delivery Plans; SPC Work Programmes; and Team Development Plans, in which we will:

- tag those plans, policies, programmes and strategies that are identified as being to be reviewed or developed during the year and which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1);
- identify specific plans, policies and actions that are committed to, that directly address equality and human rights issues, as part of the strategic Duty under section 42(2); and



- identify steps that are committed to being taken that would enable implementation of the Duty, based on this implementation plan.

This information is gathered from these sources, by the working group, to establish the annual action plan for implementation of the Duty. This action plan is then the focus for the work of the working group on the Duty during the year.

5.2 Overarching Duty

Each year, key moments for implementing the Address Step are identified in regard to plans, policies, procedures programmes and strategies, to be developed or reviewed, which will be subject to an equality and human rights impact assessment.

These would include such as:

- Strategies, plans and programmes to progress implementation of our various functions.
- Operational policies and procedures in relation to service provision and programme delivery.
- Human resources programmes, policies and procedures.
- Corporate strategies, policies and procedures.

These might include plans, policies, procedures, programmes and strategies already agreed, as part of annual planning, for review or development, or they might be chosen by the Department or the working group for the Duty to undergo review by way of an equality and human rights impact assessment in order to improve their performance in relation to equality and human rights.

Corporate strategies, policies and procedures would include procurement and funding functions. Implementation of the Duty in relation to these particular functions involves a passing on of the Duty in an appropriate manner. Procurement and funding/grant aid procedures will be reviewed and revised with a view to building in a process where the Duty is passed on to the contracting or recipient organisation, in a manner suited to the nature and scale of the organisation and the work involved.

5.3 Equality and Human Rights Impact Assessment

An equality and human rights impact assessment is undertaken to give effect to the ongoing Duty, under Section 42(1). It is implemented as an integral part of the development and review of plans, policies, procedures, programmes and strategies.

The equality and human rights impact assessment is the responsibility of the Department that is developing or reviewing the plan, policy, procedure, programme or strategy. Tipperary County Council has developed a template to assist the Departments in undertaking the equality and human rights

impact assessment and to ensure a coherent approach across the organisation.

At the commencement of the development/review process, the Department:

- Reviews the assessment of equality and human rights issues to establish those issues that are relevant to the particular plan, policy, procedure, strategy, or programme.
- Opens up and completes the first column of the template for the equality and human rights impact assessment.
- Gathers the data and information available in relation to the equality and human rights issues identified as relevant, the evidence book for the assessment may assist in this regard.
- Reviews the equality and human rights values statement to extract the statements of outcome or statements of process that are relevant.

In implementing the development/review process, the Department:

- Includes a focus on the relevant equality and human rights issues in any evaluation or contextual review undertaken as part of the development/review process.
- Transmits the obligations under the Duty to any external consultants contracted and ensure they are fully briefed in this regard.
- Tracks the relevant equality and human rights issues to ensure they are addressed, and the values benchmarks to ensure they are respected, during the development/review process.

At final draft stage of the development/review process, the Department:

- Convenes a meeting of relevant staff to check that the draft adequately and appropriately addresses each of the equality and human rights issues identified as relevant, and that it is aligned with the relevant statements of outcome and process in the equality and human rights values statement.
- Completes the template for the equality and human rights impact assessment.

After the development/review process, the Department:

- Establishes and/or uses existing monitoring systems and KPIs to track progress on addressing the equality and human rights issues identified as relevant.
- Reports annually on progress made in addressing the equality and human rights issues, providing material to the working group for the Duty to be able to assemble the annual report of the organisation on the Duty.



- Uses this report on progress made to reflect on this and to strengthen the plan, policy, procedure, programme or strategy as found to be necessary.

5.4 Strategic Duty

Specific actions, plans and programmes are identified that are in place or that are proposed to directly address priority issues from the assessment of equality and human rights issues and the identified groups for the Duty. These currently include:

- Age Friendly Strategy
- Housing Local Strategic Plan for People with a Disability
- Traveller Accommodation Programme
- Migrant Integration Strategy
- Dignity at work policy
- Equality and diversity policy
- Protection and child safeguarding policy

6. Report

The Tipperary County Council Annual Report will include a report on the developments and achievements in implementing the Duty, based on a report prepared by the working group, drawing from material provided by the individual departments.

This report will identify:

- new outcomes for the identified groups for the Duty;
- developments and improvements in the delivery of the functions of Tipperary County Council; and
- improvements in Departmental processes to embed a focus on equality and human rights.



Appendix: Template for Equality and Human Rights Impact Assessment

Instructions

1. At the start of the development or review process, extract the equality and human rights issues, from the assessment, that are of relevance to this plan, policy, procedure, programme or strategy (in column 1.).
2. Identify (in column 2.), at final draft stage, whether each of these issues is addressed in the current draft plan, policy, procedure, programme or strategy, and where it has been addressed (Column 3.).
3. Identify how the text of the draft plan, policy, procedure, programme or strategy could be amended to ensure each of the issues is adequately and appropriately addressed (column 4.)

Template

A. Purpose and beneficiaries of the plan, policy, procedure, programme or strategy?

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B. Equality and Human Rights Impact Assessment

Respect is about dignity and valuing intrinsic human worth, and fairness and treating people equally. It involves building trust and is rooted in empathy, impartiality, and compassion, and in being ethical and non-judgemental.

Equality and human rights issues identified	Is this issue addressed? (fully/ partially /no)	Section(s) where this issue is addressed	Amendments required to adequately and appropriately address the issue

Inclusivity is about recognising and valuing diversity, appreciating the benefits and opportunities that flow from diversity, and understanding and responding to the practical implications of diversity. It involves being flexible, accessible, and accommodating the specific needs that arise from diversity.



Equality and human rights issues identified	Is this issue addressed? (fully/ partially /no)	Section(s) where this issue is addressed	Amendments required to adequately and appropriately address the issue

Voice is about empowerment, having a say in decision-making, and accountability. It involves collaboration and partnership, participation in decision-making structures and consultation processes, and support to enable a meaningful engagement in such structures and processes.

Equality and human rights issues identified	Is this issue addressed? (fully/ partially /no)	Section(s) where this issue is addressed	Amendments required to adequately and appropriately address the issue

Social sustainability is about planning for, distributing, and enabling access to resources, such as employment, income, accommodation, education and health, with a view to addressing disadvantage, ensuring quality of life, and achieving sustainable and resilient communities.

Equality and human rights issues identified	Is this issue addressed? (fully/ partially /no)	Section(s) where this issue is addressed	Amendments required to adequately and appropriately address the issue

C. Alignment with the Duty

What further text to refer to the Duty and its implementation should be included in the plan, policy, procedure, programme or strategy?

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Is the draft plan, policy, procedure, programme or strategy aligned with the Equality and Human Rights Values Statement? What further text is required to underpin this alignment?

Are the KPIs identified for the plan, policy, procedure, programme or strategy sufficient to track progress and report on achievements in addressing the equality and human rights issues? If not, what further amendment or addition is required?