



Tipperary County Council

Implementing the Public Sector Equality & Human Rights Duty

Equality and Human Rights Values Statement

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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 equality and human rights and our ambition for the Duty:

<p>Respect Inclusivity Voice Social sustainability</p>
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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.

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

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

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.



Using this Equality and Human Rights Values Statement

Tipperary County Council applies this equality and human rights values statement in implementing the Duty, through:

- Using the values as a frame for our assessment of equality and human rights issues; and
- Using the values benchmarks, the statements of outcome and of process, in checking plans, strategies, programmes, and policies that are being developed or reviewed, to ensure they are aligned with these values and our ambition for the Duty.

Tipperary County Council uses this equality and human rights values statement in embedding our commitment to equality and human rights as a central element of our organisational culture, through creative and ongoing initiatives to:

- Give leadership on these values from management across the organisation.
- Make these values visible as part of our signage and messaging across the Council and its premises.
- Include these values as a focus in our internal communications and in the way we communicate about the organisation and its work.
- Stimulate discussion of these values and their implications for the organisation at team meetings.
- Include a focus on these values and their implications in staff training and induction.
- Incorporate these values as dimension to festivals and events that the Council organises, supports or participates in.