



Dún Laoghaire-Rathdown County Council

Equal Status Policy

Effective From: November 2024

Policy Owner: Corporate Affairs Department

Revision History			
Release Date	Version	Last Revised By	Approved By
November 2024	1.0	Elaine Ryan	

Background

The Equal Status Acts 2000-2015, prohibits discrimination in the provision of goods and services, the provision of accommodation and access to education, on any of the nine grounds set out below. The Equality (Miscellaneous Provisions) Act 2015 has inserted a tenth ground in the provision of accommodation only; the 'housing assistance' ground. The Acts outlaw discrimination in all services that are generally available to the public whether provided by the state or the private sector.

The grounds on which discrimination is outlawed by the Equal Status Acts are as follows:

- 'The gender ground'
- 'The civil status ground' (formerly marital status)
- 'The family status ground'
- 'The sexual orientation ground'
- 'The religion ground'
- 'The age ground'
- 'The disability ground'
- 'The ground of race' (includes 'race, colour, nationality or ethnic or national origins')
- 'The Traveller community' ground
- "The housing assistance" ground (only in the provision of accommodation)

2. Purpose

The purpose of this Equal Status Policy is to affirm Dún Laoghaire-Rathdown County Council's commitment to equality, diversity, and inclusion in all aspects of our operations. This policy is designed to ensure compliance with the Equal Status Acts and to foster an environment where all individuals are treated fairly and equitably.

3. Scope

This policy applies to all employees, contractors, volunteers, external members of council committees and groups, Elected Members and service users of Dún Laoghaire-Rathdown County Council. It covers all services, facilities, and functions provided by the Local Authority, including but not limited to public services, employment practices, and community engagement.

4. Policy Statement

Dún Laoghaire-Rathdown County Council is dedicated to creating and maintaining an environment where discrimination is not tolerated. We are committed to promoting equality and ensuring that all individuals, regardless of their race, gender, disability, sexual orientation, religion, age, or any other protected characteristic, have equal access to our services and opportunities.

5. Key Principles

- **Equality of Access:** Guarantee that all individuals have equal access to services and facilities provided by the local authority.
- **Non-Discrimination:** Prohibit any form of discrimination, harassment, or victimisation in our services, employment, and interactions.
- **Respect and Inclusion:** Foster a culture of respect and inclusion, valuing diversity and promoting mutual respect among all individuals.
- **Transparency:** Ensure that all policies, procedures, and practices are clear and accessible to everyone.

6. Responsibilities

- **Local Authority Management:** Implement this policy, ensure compliance with the Equal Status Acts, provide necessary training, and address any complaints or incidents.
- **Employees, Volunteers, Contractors, External Members of Council Committees and Groups and Elected Members:** Follow the principles of this policy, participate in relevant training, and report any instances of discrimination or harassment.
- **Service Users and Community Members:** Engage with the local authority respectfully and in accordance with this policy.

7. Implementation

- **Training and Awareness:** Provide training for all employees, volunteers, external members of council committees and groups, Elected Members and interview boards on equality, diversity, and the Equal Status Acts.
- **Service Provision:** Ensure that all public services, facilities, and programs are accessible and equitable.
- **Recruitment and Employment:** Apply fair and unbiased practices in recruitment, hiring, and employment decisions.
- **Community Engagement:** Engage with the community in a manner that promotes inclusivity and equal opportunity.

8. Complaint and Grievance Procedure

- **Reporting:** Provide clear mechanisms for reporting complaints or concerns related to discrimination or harassment.
- **Investigation:** Conduct thorough and impartial investigations into all reported issues.
- **Resolution:** Implement appropriate actions to address and resolve complaints, ensuring that such issues do not recur.

[Complaints Procedure Link](#)

[Grievance Policy & Procedure Link](#)

8. Monitoring and Review

- **Monitoring:** Regularly monitor the effectiveness of this policy and ensure compliance with the Equal Status Acts.
- **Review:** Review and update this policy annually or as needed to reflect changes in legislation, organisational practices, or community needs.

This policy should be read in conjunction with the below Dún Laoghaire-Rathdown County Council policies:

- Menstrual & Menopausal Welfare Policy
- Code of Practice for Employment of People with Disabilities
- Dignity & Respect in the Workplace
- Statement and Programme for Equality
- Grievance Policy & Procedure (please see link section 8.)

9. Contact Information

For further information or to raise a concern regarding this policy, please contact:

Elaine Ryan
Equality Officer
0874888186
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10. Policy Approval

This policy was approved by Dún Laoghaire-Rathdown County Council on [Date].