



Public Sector Equality and Human Rights Duty

Dún Laoghaire-Rathdown County Council

Introduction

This document outlines Dún Laoghaire-Rathdown County Council's compliance with the Public Sector Equality and Human Rights Duty.

The Public Sector Equality and Human Rights Duty obligates public sector bodies to actively promote equality, prevent discrimination, and protect human rights in their policies, functions, and services. In ensuring compliance with this duty, the Council has taken a holistic and comprehensive approach, engaging in various assessments, audits, and consultations to identify and address gaps. Notably, an external equality audit was carried out by a consultant, complemented by an Equality, Diversity, and Inclusion (EDI) and accessibility survey, and through consultations with community stakeholder groups. Furthermore, internal and external queries and complaints were thoroughly examined to uncover areas requiring further development.

The Council's commitment to the Assess, Address, and Report steps of the Public Sector Equality and Human Rights Duty involves a structured approach to ensure that equality considerations are integrated into all decision-making processes. This includes regular assessments of policies, procedures, and programs, using the IHREC Public Sector Equality and Human Rights Duty template to identify any potential inequalities or barriers that may exist. The Council works to address any identified issues by developing targeted strategies and actions aimed at reducing disparities and improving access to services for marginalised or vulnerable groups.





5 Key Priority Areas to Comply with the Public Sector Equality and Human Rights Duty

1. Training

Dún Laoghaire-Rathdown County Council has developed a robust training programme to ensure staff are equipped with the knowledge and skills necessary to meet the requirements of the Public Sector Duty Act.

This includes staff training with focus on:

- Disability Awareness
- Cultural Competency
- LGBTQ+ awareness training
- Training around neurodivergence, including targeted training for managers on supporting neurodiverse staff
- Specific training materials to be provided for interview boards to inform them in relation to diversity and to ensure inclusivity.
- Reasonable Accommodations: Managers will receive additional training and resources on how best to manage requests for reasonable accommodations, ensuring inclusivity in the workplace.
- Additional training needs to be identified on an ongoing basis.

2. Consultations & Feedback

The Council is committed to engaging with the community and ensuring that consultations are accessible to all, especially marginalised groups. Key actions include:

- **Consultation Procedure Update:** We are in the process of reviewing and updating our consultation procedures to ensure they meet accessibility standards, including the dissemination of a guidance document for engaging with DPROs (Disabled Persons Representative Organisations).
- **Alternative Consultation Mediums:** Exploration of alternative methods for consultation, such as hard copies for accessibility purposes, to ensure all members of the community have the opportunity to engage.
- **Feedback Mechanisms:** Accessible feedback procedures and documents will be circulated across departments to facilitate inclusive consultations and meetings, including the circulation of accessible meeting templates.





3. Accessible Communications

We have made significant progress in ensuring our communications are accessible, with some gaps that will be further addressed. Key initiatives include:

- **Collaboration with Communications Team:** Working closely with our communications team to enhance the accessibility of all public materials and documents, with particular focus on addressing gaps identified through internal and external feedback.
- **Accessible Meetings:** Guidelines for conducting accessible meetings and the use of accessible materials are being finalised to ensure all participants can actively contribute.

4. Inclusive Recruitment & Internal Mobility

The Council is committed to fostering a diverse and inclusive workforce. The actions in this area include:

- **AHEAD's WAM Programme (Wiling Able Mentoring):** 2025 will see the launch of the WAM Inclusive Recruitment Programme, which aims to provide an inclusive pathway to employment and comprehensive support to candidates and employees. This programme is aimed at individuals with disabilities. Mentors to the WAM Programme participants will receive specialised training.
- **Inclusive Internal Mobility:** Training & guidance documents for interview boards and managers are being enhanced to ensure a more inclusive approach to internal mobility and recruitment, especially concerning employees with disabilities or other diverse needs.

5. Accessibility

We are taking significant steps to improve accessibility across the Council's services and facilities:

- **Accessibility Audit:** Dún Laoghaire-Rathdown County Council will undertake an accessibility audit to highlight the areas which can be improved in relation to the accessibility of its services and functions.



Reporting

Dún Laoghaire-Rathdown County Council ensures transparency by reporting regularly on its progress in fulfilling its public sector duty. This includes sharing updates with the public and stakeholders through annual reports and other communications. By doing so, the Council fosters accountability, strengthens public trust, and continues to advance its efforts in creating a more equitable and inclusive environment for all residents and service users. Data sources include:

- **Training Attendance Records:** To track engagement with disability, cultural competency, and accessibility training among others.
- **Consultation Feedback:** Documenting community feedback and consultation outcomes to ensure that feedback from all groups is considered.
- **Accessibility Audits & Reports:** Findings from the external equality audit and internal accessibility assessments will contribute to annual reporting on accessibility progress.

Additional Areas of Focus

In addition to the core activities outlined above, Dún Laoghaire-Rathdown County Council is undertaking further initiatives to promote equality and inclusion, including:

- **Re-establishing the Equality Working Group:** To guide and oversee the implementation of equality initiatives across the Council.
- **Policy Development:** A Dún Laoghaire-Rathdown County Council 'Equal Status Policy' to be developed to protect the rights of those protected under the Equal Status Acts. Additional gaps in policy to be assessed and subsequent policies developed.
- **Awareness Campaigns:** Public awareness campaigns to further educate staff and the community about matters related to Equality, Diversity and Inclusion.
- **Establishing a Disability Support Network:** A new support network for employees with disabilities will be set up to ensure ongoing support and development within the workplace.
- **Continued support of the dlr Disability Consultation Group:** The dlr DCG is an advisory group which was set up to advise Dún Laoghaire-Rathdown County Council in relation to all things accessibility related. Membership is currently expanding to diversify the scope of input from across the County.



Conclusion

Dún Laoghaire-Rathdown County Council is committed to ensuring that its actions, plans, policies functions and service provision reflects the requirements of the Public Sector Equality and Human Rights Duty Act.

Through continuous engagement, training, consultations, and audits, we strive to provide services and create a work environment that is inclusive, accessible, and responsive to the needs of all individuals. Our proactive approach ensures that we are not only compliant with the Public Sector Duty but also fostering a culture of equality and inclusion in all that we do.