



GARDA
INSPECTORATE

PROMOTING EXCELLENCE & ACCOUNTABILITY

Garda Inspectorate Public Sector Equality and Human Rights Duty

August 2020

The Inspectorate's Public Sector Equality and Human Rights Duty Statement

The Public Sector Equality and Human Rights Duty ('the Duty') places a statutory obligation on public bodies to eliminate discrimination, promote equality of opportunity and protect the human rights of their staff and those to whom they provide services , when carrying out their daily work.

Section 42 of the Irish Human Rights and Equality Commission Act 2014 requires the Inspectorate, as a public body, having regard to its functions, purpose, size and resources available to it, to:

1. **Assess** - set out in its strategic planning processes and assessment of the human rights and equality issues it believes to be relevant to the functions and purpose of the Inspectorate;
2. **Address** - set out in its strategic planning processes the policies, plans and actions in place or proposed to be put in place to address those issues;
3. **Report** - report on developments and achievements in a manner accessible to the public.

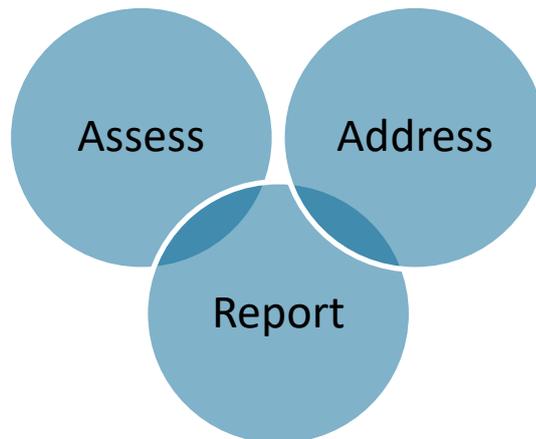
The Inspectorate is committed to fulfilling its obligations under Section 42 by advancing equality, including gender equality, and respect for human rights in all aspects of its work.

The Inspectorate will pursue a proactive approach to equality and human rights issues in the course of its work. In particular, the Inspectorate will have regard to its obligations under Section 42 of the Act while carrying out inspections or inquiries in relation to policing services or any particular aspects of the operation and administration of the Garda Síochána including assessing the Garda Síochána's performance in fulfilling its Public Sector Equality and Human Rights Duty.

The Inspectorate recognises that the Equality and Human Rights Public Sector Duty is an ongoing obligation, which must be continually engaged with and is integral to operational and planning processes. .

The remainder of this statement sets out the Inspectorate's approach to implementing the Duty and an action plan to address human rights and equality issues relevant to its objectives and staff.

Implementing the Duty –a three step approach



Assess

Drawing on the available evidence, including the knowledge and experience of the Inspectorate’s staff and organisations to whom it provides services, the Inspectorate will undertake an assessment to identify key equality and human rights issues which are relevant to its statutory objective of ensuring that the resources available to the Garda Síochána are used efficiently and effectively

This will include Identifying structures and initiatives that are already in place to support human rights and equality.

Address

The inspectorate will put an action plan in place to address the equality and human rights issues identified in the assessment. An appropriate implementation structure will be put in place to drive the implementation of the plan as part of its strategic planning process.

The Inspectorate will adapt an interagency approach where appropriate to the implementation of the action plan.

Staff capacity in relation to equality and human rights will be considered and developed in order to ensure staff have the knowledge and training to implement the Inspectorate’s obligations and commitments under Section 42.

Report

In 2020/21, the Inspectorate will continue to take steps to embed the Duty into all aspects of our work through the implementation of our Public Duty Strategic Action Plan 2020-2021. A system to review and monitor progress in relation to implementation of the strategic action plan will be put in place and progress on implementation of the action plan which will be published on the Inspectorate’s website.

Strategic Action Plan

Garda Inspectorate Public Duty Strategic Action Plan 2020-2021		
1	Undertake an assessment to identify key equality and human rights issues which are relevant to the Inspectorate's statutory objective, staff and service users.	Q4 2020
2	Review organisational values to ensure they are aligned to supporting equality and human rights.	Q4 2020
3	Develop an action plan to address the equality and human rights issues identified in the assessment.	Q12021
4	Put a structure in place to drive the implementation of the action plan...	Q12021
5	Integrate the assessment of its ongoing obligations and the planning for implementation of any actions arising into its strategic planning process	Q42020
6	Develop staff capacity in relation to equality and human rights	2020/21