



**GARDA
INSPECTORATE**

PROMOTING EXCELLENCE & ACCOUNTABILITY

Garda Inspectorate Public Sector Equality and Human Rights Duty

December 2023

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 required 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.

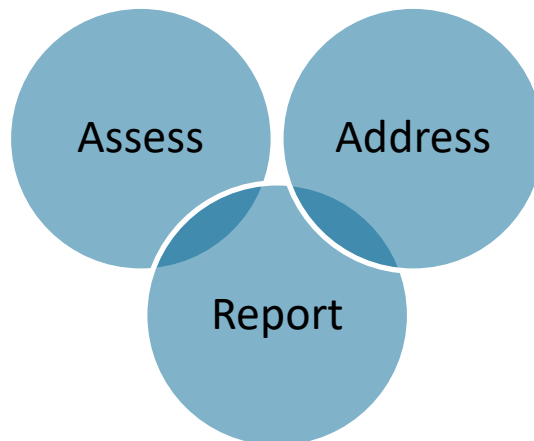
The Inspectorate is committed to fulfilling its obligations under Section 42 by advancing equality, including gender equality, and respect for human rights in all aspects of its work.

The Inspectorate pursues a proactive approach to equality and human rights issues in the course of its work. In particular, the Inspectorate has 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 ongoing 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 undertook 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 included identifying structures and initiatives that are already in place to support human rights and equality.

Address

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

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

For transparency, this document is published on the Inspectorate's website.

Strategic Action Plan

Garda Inspectorate Public Duty Strategic Action Plan		
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.	Completed Q1 2023
2.	Develop an action plan to address the equality and human rights issues identified in the assessment.	Completed Q1 2023
3.	Put a structure in place to drive the implementation of the action plan.	Completed Q2 2023
4.	Develop staff capacity in relation to equality and human rights. "The Inspectorate instructed all staff to complete the IHREC One Learning course on Equality and Human Rights in the Public Service, and advised that additional human rights training is available to Inspectorate staff through access to the Council of Europe Human Rights Training platform (HELP) and an online learning platform developed by the UNODC for the Inspectorate. This training meets the requirement of the action contained in the APSF “that oversight bodies consider Human Rights training for their staff”.	Completed Q2 2023
5.	Review organisational values to ensure they are aligned to supporting equality and human rights. This included the development of a framework for reviewing all organisational policies.	Completed Q4 2023
6.	Complete a review of all organisational policies to ensure that human rights standards are met and that the human rights principles of legality, necessity, proportionality, accountability and non-discrimination underpin the application of the document.	Completion timeframe Q2 2024
7.	Development of a human rights framework for engaging with stakeholders during the course of inspections.	Completion timeframe Q1 2024
8.	The Inspectorate are currently working with the Policing Authority to develop a human rights framework to inform ongoing oversight work and future oversight work, including inspections, of the future Policing and Community Safety Authority (PCSA). The human rights framework will provide the basis on which the PCSA will evaluate the Garda Síochána’s compliance with its human rights obligations.	Completion timeframe Q2 2024