



Comhairle Chontae na Gaillimhe
Galway County Council

Galway County Council Annual Duty Action Plan 2025



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Introduction

The Council is committed as the Public Service Leader in County, as the Planning Authority for the County and as the only democratic platform focussed solely on County Galway to ongoing implementation of the Public Sector Equality and Human Rights Duty under Section 42 of the Irish Human Rights and Equality Act 2014. This commitment to equality and human rights is addressed to those groups covered by the grounds of gender (including gender expression, gender identity and sex characteristics); civil status; family status (including lone parents and carers); age; disability; sexual orientation; race; religion; membership of the Traveller community; and disadvantaged socio-economic status, as well as those at the intersections of these grounds, and individual rights holders under international human rights instruments. These are the identified groups for the Duty.

Our implementation of the Duty is motivated by the following ambition:

Dignity:

Dignity is about respect, courtesy, fairness, and belonging. It involves equal treatment and being responsive to individual needs.

- Galway County Council promotes and supports a model of social cohesion where people and communities from the identified groups hold a status and standing as valued members of society and enjoy interactions with the wider community of respect and courtesy.
- We work to create an organisational environment where customers, staff and policy beneficiaries from the identified groups are treated fairly, enjoy a sense of belonging, and experience relationships and interactions of respect, and where privacy is respected. We have policies in place that set standards in this regard and implement these effectively: Dignity at Work Policies and Procedures.

Diversity:

Diversity is about an organisation being reflective of the society it serves and being accessible in all its functions. It involves adapting for the specific needs of the diversity of people.

- Galway County Council promotes and supports an accessible environment for the identified groups, and strives to advance, apply and enable principles and practice of universal design for infrastructure and the public realm, and for service provision and workplaces.
- We work in a manner that is accessible and flexible in making reasonable accommodation for the diversity of customers, staff and policy beneficiaries from across the identified groups, making adaptations for their specific needs within the resources available, and ensuring the systems are in place for reasonable accommodation to be implemented, and effectively communicated.

Participation:

Participation is about being heard and having a say, and about engagement and collaboration. It involves being open, informing, listening to, and involving the diversity of people, and their representative organisations, in consultation and decision-making processes and in

partnership endeavours.

- Galway County Council works to promote and support representative organisations across the identified groups, and to establish and engage in, participative structures and partnership ways of working that involve people from the identified groups and their representative organisations in the development of the County.
- We work in a manner that listens to customers, staff and policy beneficiaries from the identified groups through a range of channels, ensures that they are heard, and gives consideration to and feedback on their views. We engage people from the identified groups and their representative organisations in our decision-making and consultative processes and structures.

Inclusion:

Inclusion is about the distribution of and access to resources and improving wellbeing and quality of life for the diversity of people. It involves targeting people experiencing inequality and enabling their progress and change for the better in their circumstances.

- Galway County Council strives to promote and support the full and effective participation of people and communities from the identified groups in the social, economic, political and cultural life of the County.
- We work in a manner that targets and provides assistance and resources to improve the situation and experience of people and communities from the identified groups.

This ambition is brought to bear through the Council's ongoing implementation of the Public Sector Equality and Human Rights Duty. The Council's Equality and Human Rights Duty Working Group prepared an implementation plan for the Duty ([Adopted PSD Implementation Plan 20230725. pdf \(galway.ie\)](https://www.galway.ie/20230725.pdf)) which was adopted by Galway County Council's Management Team on 25th July 2023. This implementation plan sets out: an equality and human rights values framework for the Duty; the assessment of equality and human rights issues relevant to the Council's functions, and the ongoing steps to be taken to enable, realise and report on the Council's implementation of the Duty.

Consequently, the Directorates through their annual service delivery plans have addressed their various policy making, delivery of services, employment, procurement and funding, functions in a manner that reflects this ambition in having regard to the Public Sector Equality and Human Rights Duty. In this they will take steps to address the equality and human rights issues identified in the assessment undertaken by the Council of the equality and human rights issues relevant to the Council's functions
[https://www.galway.ie/en/services/yourcouncil/corpdocs/PSD Assessment & EvidenceBook.pdf](https://www.galway.ie/en/services/yourcouncil/corpdocs/PSD%20Assessment%20&%20EvidenceBook.pdf).

In doing so they will track progress in addressing these issues such that the Council can report annually on this progress. In this, they will be supported by the Council's cross-organisational Equality and Human Rights Duty Working Group.

The Council's Equality and Human Rights Duty Working Group continues to be convened with a mandate to prepare annual plans for implementing the Duty – covering both enabling initiatives and implementation actions; provide support for the Directorates implementing the address step

of the Duty; and prepare a report and organise and support reflection on the progress made and the further steps that might be taken to strengthen this.

Duty Action Plan

Annual Duty Action Plan 2025

Corporate Services Unit

Plans, policies, programmes and strategies to be reviewed or developed which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1):

- ✓ Develop Annual Service Delivery Plan 2025
- ✓ Casual Trading Bye-Laws review
- ✓ Risk Management Policy
- ✓ Draft Communications Plan
- ✓ Customer Action Plan Review
- ✓ Child Protection & Welfare Policy Review

Plans, policies and actions that directly address equality and human rights issues, as part of the strategic Duty under section 42(2):

- ✓ Child Protection & Welfare Policy Review

Steps that will be taken to enable implementation of the Duty, based on this implementation plan

- ✓ Councillors Training Plan
- ✓ PSD Training Workshops
- ✓ Staff
- ✓ Councillors

City & County Libraries

Plans, policies, programmes and strategies to be reviewed or developed which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1):

- ✓ Strategic Review of Library Service
- ✓ Galway Public Library Strategic plan 2025-2029.
- ✓ Early Years Strategy to promote and deliver public library services that support and enhance the literacy development of early years children from birth to 4 years.

Plans, policies and actions that directly address equality and human rights issues, as part of the strategic Duty under section 42(2):

- ✓ Conduct a diversity and inclusion audit on current collections to capture community demographics

Planning Unit
<p>Plans, policies, programmes and strategies to be reviewed or developed which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1):</p> <ul style="list-style-type: none"> ✓ Gort Local Area Plan ✓ County Development Plan Review ✓ Heritage & Biodiversity Plans
LEO Office
<p>Plans, policies, programmes and strategies to be reviewed or developed which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1):</p> <ul style="list-style-type: none"> ✓ Establishment of an Economic & Tourism DAC
Environment Unit
<p>Plans, policies, programmes and strategies to be reviewed or developed which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1):</p> <ul style="list-style-type: none"> ✓ Acquire new sites for Burial grounds
Information & Communication Technology
<p>Plans, policies, programmes and strategies to be reviewed or developed which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1):</p> <ul style="list-style-type: none"> ✓ Action to increase the number of services online to our customers <p>Steps that will be taken to enable implementation of the Duty, based on this implementation plan:</p> <ul style="list-style-type: none"> ✓ Website Review
Housing Directorate
<p>Plans, policies, programmes and strategies to be reviewed or developed which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1):</p> <ul style="list-style-type: none"> ✓ Develop Homeless Action Plan ✓ Anti-Social Behaviour Strategy <p>Plans, policies and actions that directly address equality and human rights issues, as part of the strategic Duty under section 42(2):</p> <ul style="list-style-type: none"> ✓ Develop Homeless Action Plan

Community, Rural Development & Integration Unit

Plans, policies, programmes and strategies to be reviewed or developed which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1):

- ✓ Disability Strategy
- ✓ Age Friendly Strategy
- ✓ Local Sports Plan
- ✓ Outdoor Recreation Strategy
- ✓ Migrant Strategy
- ✓ Arts Plan & Programme Review

Plans, policies and actions that directly address equality and human rights issues, as part of the strategic Duty under section 42(2):

- ✓ Arts and Young People
- ✓ Arts in Older Years
- ✓ Arts in Disability
- ✓ Arts Programme – Reaching broader Communities
- ✓ Migrant Strategy

Physical Infrastructure, Fire and Emergency Services, Climate Change Directorate

Plans, policies, programmes and strategies to be reviewed or developed which will be subject to an equality and human rights impact assessment, as part of the ongoing Duty under Section 42(1):

- ✓ Community Action Climate Fund

Steps that will be taken to enable implementation of the Duty, based on this implementation plan

- ✓ Enhance the Councils Municipal District office' capacities full regard to the Public Sector Equality and Human Rights Duty.

Monitoring and Reporting

Implementation of the Action Plan will be underpinned by a robust monitoring and reporting process directed by the Corporate Policy Group (CPG). The CPG will consist of members of the Senior Management team, the Chairs of the Strategic Policy Committees (SPCs), and the Cathaoirleach.

Units will be required to maintain adequate and appropriate records across the organization, documenting the steps taken to implement the Duty and their impact. These records, including a copy of the PSD Impact Assessment conducted by Units, should be submitted to the Corporate Governance Team within Corporate Services for central management. The records will be made available to the working group to demonstrate compliance with the Duty.

To ensure continuous progress, the Committee will receive quarterly reports from the Council's Equality and Human Rights Duty Working Group. These reports will drive the ongoing implementation of the Public Sector Equality and Human Rights Duty, detailing the progress made in addressing the equality and human rights issues relevant to the Council's functions, including those outlined in the Corporate Plan and the Annual Service Delivery Plan.

The Galway County Council Annual Report will include a report on the developments and achievements in implementing the Duty, based on a report prepared by the working group. The working group will organise or support a reflection process on this report with a view to celebrating success and to strengthening plans, policies, and actions to address the equality and human rights issues as found to be necessary.



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