

Public Sector Equality & Human Rights Duty Action Plan for 2023



1. Introduction

The Public Sector Equality and Human Rights Duty Working Group has prepared the following annual plan within the framework of the SOLAS implementation plan for the Duty.

2. Enabling Implementation

Leadership

- The Board will continue to receive and consider briefings on the implementation of the Duty.
- The Senior Management Team will continue to receive and consider briefings on the implementation of the Duty.
- The Duty Working Group will continue to be convened and to drive and support implementation of the Duty. Five meetings have been programmed for 2023.

Capacity

- A model for addressing the Duty in SOLAS business planning will be prepared and the Executive Directors responsible for business planning will be briefed on this model. Further such models for other functions will be considered for development, based on the work currently being done.
- Steps will be taken to make the IHREC e-learning module available to middle management and to enable them to engage with this.
- The Human Resources Forum will continue to be briefed on the Duty and its implementation.
- The *Engaging with Diversity* series of sessions will be evaluated. This will inform the development of a future series of sessions, possibly in 2024 and possibly focusing on the benchmarks for the Duty.
- A process will be implemented to capture and disseminate key learning and key messages, linked to the functions of SOLAS, from the *Engaging with Diversity* sessions.

Communication

- A communication plan for the Duty will be finalised and implemented, in line with the wider Communication Strategy for the organisation.
- The webpage for the Duty will continue to be updated.
- The focus on the Duty in Spotlight will continue.
- An event to focus on the Duty will be organised for Human Rights Day. This will include an evaluation.

Monitoring Progress

- There will be an engagement with the National Apprenticeship Office to explore the

gathering of equality data to inform implementation of the Duty.

3. Key Moments and Processes

The process for developing the next Corporate Plan will be a focus for action on the Duty with a view to establishing how best to incorporate a focus on the Duty in the plan and to taking the steps necessary to achieve this.

In terms of key moments:

- The development of an implementation plan in relation to the Adult Literacy strategy will be a focus for action on the Duty with a view to establishing how best to address the Duty in this field and to taking the steps necessary to achieve this.
- Four further Human Resources policies will be identified for review and implementation of the Duty as part of this.
- The preparation of the Communication Strategy will include steps to implement the Duty.
- The Annual Reporting Template for the ESF+ in relation to equality and human rights is based on the Duty and there will be a focus in 2023 on gearing up to respond effectively to this process.
- The implementation process for the new FET Funding Model for ETBs will be followed with a view to establishing if a key moment for implementing the Duty might arise.
- Developments in the work of the National Apprenticeship Office will be followed with a view to establishing if a key moment for implementing the Duty might arise.

In terms of key processes:

- The Duty will be a focus for attention as part of the mid-term review process of the Strategic Performance Agreements with ETBs.
- The actions taken in 2022 to build a focus on the Duty in procurement processes will be continued.
- The actions taken in 2022 to build a focus on the Duty in grant aid systems will be continued.

4. Report 2023

Progress in implementing the Duty, in terms of developments and achievements, will be tracked to enable reporting of advancements made. Outputs will be tracked and an approach for tracking outcomes will be developed to inform this reporting.

A report on developments and achievements in implementing the Duty will be prepared by the Duty Working Group and disseminated, with distribution in 2024.

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