

Public Sector Equality
& Human Rights Duty
Working Group
Workplan 2024



SOLAS Public Sector Equality & Human Rights Duty Working Group Workplan 2024

Actions to Enable Implementation of the Duty in SOLAS

- Internal communications plan for the Duty – one plan.
- Development of a suite of tools: Corporate and business planning; Procurement; Grant aid; Policy/Plan/Programme/Strategy development/review (acknowledging the wider Values Lab origin for this tool) – four tools.
- Staff training on the tool to support the Address Step in policy/plan/programme/strategy development/review – one module developed and delivered.
- SLT briefing on the practical application of the policy/plan/programme/strategy development/review tool – one briefing event.
- Events to mark and inform progress on the Duty: Human Rights Day; shared learning platform with ETBs; and links into ETBI networks could also focus on the Duty – two events.
- Potential new staff education and awareness series, using the benchmarks

Key Moments for Implementing the Address Step of the Duty in SOLAS

- Development of Corporate Plan, organisational Business Plan and piloting with some individual unit business plans
- Development of People Strategy
- Development of FET Strategy
- Strategic communications plan
- Continuing policy review process in HR
- Initiatives emerging in NAO
- Initiatives emerging in ALL
- Strategic dialogue process with ETB's on the SPAs
- Further key moments as identified

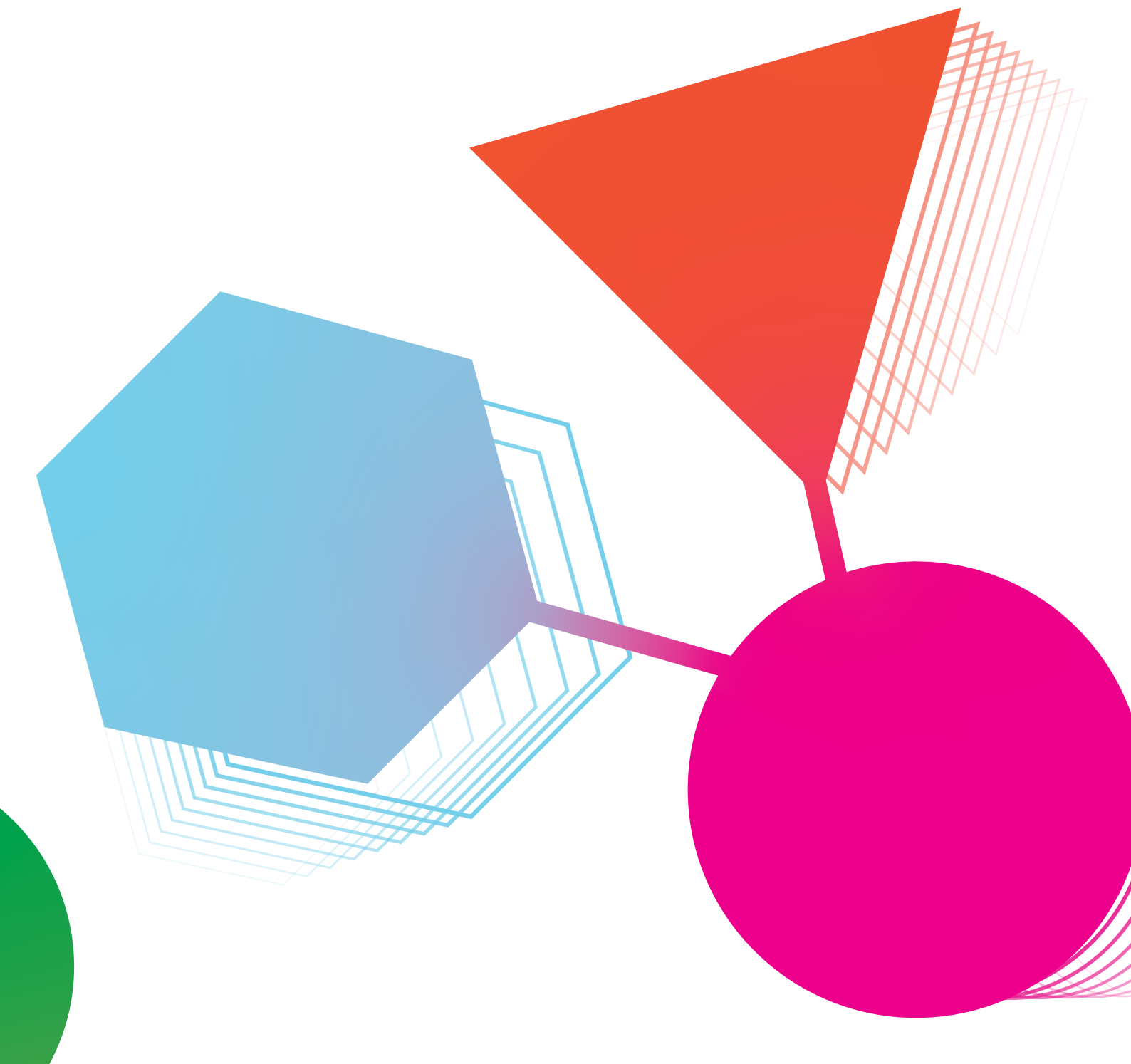


Key Procedures to be a focus for implementing the Address Step of the Duty in SOLAS

- Finalising approaches in procurement
- Finalising approaches in grant aid
- Equality and human rights reporting process under the ESF+

Reporting

- Output and impact measurement for tracking
- Implement report step for 2024



SOLAS

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