Public Sector Equality & Human Rights Duty **Working Group Workplan 2025**



SOLAS learning works

VALUES LAB putting values into practice

SOLAS Public Sector Equality & Human Rights Duty

Workplan 2025

The 2025 SOLAS plan includes:

1. Actions to further enable the implementation of the Public Sector Equality and Human Rights Duty in SOLAS
2. Actions to ensure SOLAS ongoing requirement to address equality and human rights concerns (S42(1)); and
3. Targeted and specific plans, policies and actions to address equality and human rights issues as identified in the SOLAS Equality and Human Rights Assessment (S42(2)).

1. Actions to further enable implementation of the Duty in SOLAS

- Strengthen equality data collection:
    - Explore the potential in engagement with Data Analytics and SOLAS research
    - Explore the possibility of the potential for a focus on equality and human rights in SOLAS surveys
- Engagement with SLT, board and the Human Capital Committee (HCC) of the board will continue.
- The focus on the Duty as part of onboarding staff will continue.
- An approach to tracking output and impact will be progressed.
- Implement a communication plan for the Duty.
- Implement the Report Step of the Duty.

2. Actions to ensure SOLAS ongoing requirement to address equality and human rights concerns (S42(1))

2.1 Undertaking equality and human rights impact assessments at key moments (Section 42(1)):

- An equality and human rights impact assessment will be conducted on the final draft of the new FET Strategy 2025- 2029.
- Equality and human rights impact assessments will be conducted on four HR polices, to be selected for review with the Duty.
- Conduct an equality and human rights impact assessment on policies and procedures that flow from the adopted People's Strategy.
- Explore the potential for conducting an equality and human rights impact assessment on the implementation plan for the Green Skills Strategy.
- Conduct an equality and human rights impact assessment as part of developing the digital framework for FET.

- An equality and human rights impact assessment will be conducted on the review of the SOLAS Strategic Communications Plan.

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

- The Strategic Performance Agreements process with Education and Training Boards (ETBs) already includes a focus on the Duty, with the focus of the working group to examine how SOLAS should monitor this.
- The completion of a Procurement Tool that makes reference to the Duty.
- The completion of a Planning Tool for implementation of the Duty in Corporate and business planning.
- Track the focus on the Duty in the ESF+ reporting process.

3. Targeted and specific plans, policies and actions to address equality and human rights issues as identified in the SOLAS Equality and Human Rights Assessment (S42(2)).

- To continue to ensure SOLAS is one of the most progressive Public Sector organisations in Ireland in terms of equality, human rights, inclusion and diversity, actions will be taken to meet this goal in a number of ways by: Supporting and upskilling staff in equality, human rights, inclusion and diversity through our learning and development function.
- Developing and continuously interrogating our work culture to ensure that we value everyone's ability.
- Making reasonable accommodations for staff that require additional or different supports.
- Sharing our journey in equality, human rights, inclusion and diversity with other organisations.
- Continuing to highlight the SOLAS journey publicly and to seek recognition for our work in equality, human rights, inclusion and diversity.
- Expanding the number of units represented on the Equality and Human Rights Working Group.
- Continuing to focus on the socio-economic status ground in our selection and recruitment processes.
- Focusing on the socio – economic status ground where possible in relation to any of our social corporate sustainability efforts.

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