

## Strategic Pillar: Public Sector Duty Work - EDI Equality Diversity and Inclusion

Goal	Objective	Key deliverable	Progress – Feb 2025
<p>KWETB will develop a more systematic approach to adopting its Public Sector Duty across all the pillars of the organisation. This is in line with the recommendations of Irish Human Rights and Equality Commission (IHREC) for public bodies which aims to translate the duty to everyday practice.</p> <p>In line the Equality and Human Rights Act (2014), KWETB will put in place an implementation plan to address the requirements of the duty as set out in Section 42(2) of the 2014 Act.</p>	<p>Bring education and awareness to the organisation's employees on our public sector duties.</p>	<p>Introduce those in management and leadership roles in KWETB to the public sector duty and KWETB requirements under same.</p> <p>A senior staff member completing a professional diploma in Human Rights and Equality IPA per year.</p> <p>Encourage training of staff using the Irish Human Rights and Equality Commission (IHREC) training module and record training completion.</p> <p>An Equality Diversity and Inclusion (EDI) working group established.</p> <p>Increase the visibility of equality and human rights values through our communication channels and promotional materials.</p>	<p><b>Complete.</b> 2024: Presentations to OSD Managers, Principals and Coordinators.</p> <p><b>Complete.</b> 2023 and 2024: 2 senior staff who are members of EDI Working Group successfully completed the IPA PDHRE.</p> <p><b>Ongoing.</b> 2024: 41 staff across all functions of ETB have completed the IHREC module.</p> <p><b>Complete.</b></p> <p><b>Ongoing.</b></p> <p>2025/2026 Action Plan currently being devised to continue to embed EDI and Public Sector Duty principles into all KWETB functional areas.</p>

	Review key 'person specific/people centred' organisation policies to integrate the public sector duty principles.	<p>Public sector duty included as a consideration to policy creation and review under the KWETB Policy Management Framework (PMF).</p> <p>Relevant policies will be reviewed and approved with integration of the public sector duty requirements by Summer 2024.</p>	<p><b>Complete:</b> PMF Principle No.5 – Policies must be reflective of our public sector duty and values.</p> <p><b>Ongoing:</b> Included in 2025/2026 EDI Action Plan</p>
	Identify an action annually to address the equality and human rights issues identified and to put in place organisational processes to strengthen implementation of equality and human rights actions.	<p>The Key Project 2023/24 is to improve our web accessibility on our KWETB website.</p> <p>Make web and document accessibility awareness and resources available via the Intranet.</p>	<p><b>Complete:</b> completed to a high degree with ongoing engagement with the NDA to continue to improve our web accessibility.</p> <p><b>Complete:</b> Communication Style Guide issued to cross functional staff teams.</p>
	Integration in the future Strategy Statement	Public Sector Values consultation during the preparation of the 2024- 2028 Strategy Statement.	<b>Partially completed:</b> 2025 – 2029 KWETB Statement of Strategy is in final draft stage. The commitment to Public Sector Duty and Values is incorporated into the Statement. KWETB Values: Learner-

			Centred, Equality, Inclusion, Community, Excellence, Respect and Integrity.
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