

KWETB EDI Working Group – Strategic Goals and Actions 2026–2027

This Strategic Goals document for the KWETB Equality, Diversity and Inclusion (EDI) Working Group is aligned to the KWETB Statement of Strategy and reflects our statutory responsibilities under the Public Sector Human Rights and Equality Duty as set out in Section 42 of the Irish Human Rights and Equality Commission Act (2014). It outlines a cohesive set of goals, objectives and actions to advance a values-based, inclusive culture across all areas of the organisation.

The KWETB Equality, Diversity and Inclusion (EDI) Working Group Strategic Goals and Action Plan 2026 – 2027 was approved at the February EDI WG meeting: 9/2/2026.

Goal	Objective	Key Actions
KWETB will embed a values-based culture, progressing Public Sector Duty responsibilities across the organisation.	Assess intersections between human rights, equality and KWETB core functions.	Collect and analyse relevant data (staff disability survey, CSO sources, internal learner/service-user systems); Communicate findings.
	Develop an ETB-wide plan addressing identified issues and strengthening visibility of equality and human rights values.	Prepare action plan; Promote the IHREC e-learning module; Encourage participation in IPA HR & Equality programme; Host an annual EDI event; Promote the Disability Champions: Understanding Disability training.

	Report annually on Public Sector Duty progress and integration of EDI measures.	Include PSD progress updates in the Annual Report and Service Plan.
Enhance communications infrastructure to maintain high standards of accessibility and usability.	Improve web accessibility across platforms.	Assign ownership for web accessibility; Enhance accessibility tools; Mainstream accessibility across all centres and schools; Create an EDI intranet page.
Ensure all new and updated policies incorporate EDI and Public Sector Duty principles.	Integrate EDI/PSD assessment in the policy management framework.	Develop procedures and guidance to ensure all new/updated policies incorporate EDI principles.
Promote full equality in practice for all ETB staff.	Increase staff awareness of their rights and entitlements.	Support the development of the Reasonable Accommodation Policy for employees; Continue awareness-raising on equality and human rights.
Ensure the EDI Working Group membership is representative of the ETB.	Regularly review and refresh group membership.	Implement agreed procedures for membership rotation and renewal. Review Terms of Reference of the EDI Working Group