

**KCC Public Sector Equality and Human Rights Duty – Action Plan – 2022/2024****2022 Update**

KERRY COUNTY COUNCIL PUBLIC SECTOR DUTY ASSESSMENT AND ACTION PLAN		
	Action Plan	Status Update 2022
Training	UNCRPD (UN Convention on the Rights of Persons with Disabilities) & Public Sector Duty Training to bring awareness of the Duty to the organisation.	Training provided
Training	Disability Awareness Training for Staff across the Organisation.	Training provided
Training	In 2021 Kerry County Council were involved in the Age Friendly Housing and Public Realm Training for local Authority's and plan to continue this initiative in 2022- 2023	Initiative continued
Training	Training on the Dignity at Work to be rolled out, at the appropriate levels, across the organisation.	Training being rolled out in conjunction with Induction Training. Training for remainder of staff scheduled for 2023.
Policies and Procedures	The Corporate Services Department is commencing work on the Development of a Disability Plan for Kerry County Council. This plan will consider the Human Rights Duty, in particular consideration of the needs of people with disabilities in the formulation and implementation of Kerry County Councils Goals, Plans & Strategies for the future and will take account of input from the various departments in the council, including Community, Housing etc., in the development of this plan.	Initial work carried out
Policies and Procedures	In the development stage of the procedures chart for Part 8, reference to be made to the Duty to increase awareness of same.	In place

Policies and Procedures	Procedures Manuals for the development of projects need to be updated to consider the Human Rights Duty.	In place
Policies and Procedures	At a Directorate level when preparing the operational plans, ensure that the policies and procedures are updated to enshrine equality and human rights objectives and strategies within the organisation.	On-going process as policies etc change.
Public Support	Kerry County Council will introduce measures to support user friendly access for the public for formal meetings/presentations etc. such as providing effective communication, including the use of Irish Sign Language (ISL) Interpretation and Translation Services in certain circumstances, where requested. For Communication & Media KCC would examine the use of text services, with a view to future role out, as resources for the deaf community in Kerry.	Regarding text services, Corporate have researched the accessibility features within MS Teams and Zoom with a view to text service features. Tested same for MS Teams and created an explainer document - available for going forward for various public events or meetings, to allow this feature as an option and also bring awareness to the wider community that this feature is available for people who are hard of hearing or deaf. Will engage with relevant bodies in relation to requirements here in 2023.
Participation & Awareness	Providing improved public space and universal access. Consideration of the Duty in the development of public spaces and universal access, where relevant, will be considered at the design stage of planning.	An example of this is Dingle Library, Public Realm project which involves public realm improvements incorporating the provision of an access ramp and steps in accordance with Part M of the Building Regulations to provide an improved public space and universal access to Dingle Library. Completed
Participation & Awareness	The Human Resources Directorate have submitted an expression of interest through the LGMA to participate in the Willing Able Mentoring (WAM) programme with Ahead. The WAM programme is a work placement programme for graduates with disabilities and supports employers to integrate disability into the mainstream workplace.	In place

Participation & Awareness	As part of the Kerry County Council Local Authority Action Plan dated 30th November 2021, (developed in conjunction with the Housing for All Plan, published by the government in September 2021,) KCC highlighted that Disability Needs will be a specific consideration that will form part of future pipelines, it states: "Disability Needs - under our Disability Action Plan - specific and targeted units will be prepared for going forward in both Disability & Age areas.	On-going
Participation & Awareness	Increasing Awareness of disability issues by adopting a Universal Design Approach to community projects.	<p>An example of this is the utilisation of the Navilens System which will be included in development of Greenway projects.</p> <p>To allow people with visual impairments access information on the Greenway. KCC believe this project will increase awareness of disability issues and matters in the community. This piece of technology supports freedom of movement and participation in society. This project is part of a bigger effort to ensure that the Kerry Greenways adopt a Universal Design Approach. It is the vision of KCC that the Greenways in Kerry will be used by all sections of the community.</p>
Internal Processes	<p>Kerry County Council ('s):</p> <ol style="list-style-type: none"> 1. As part of the annual report KCC will provide a progress report on activities associated with our duties in relation to equality and human rights. 2. Corporate plan will include the following going forward - "Kerry County Council will protect and respect equality and human rights within our services, procedures and processes in accordance with Public Sector Duty principles." 	Included in Annual Report. Next Corporate Plan will provide for a more focused approach to the delivery of requirements relating to the Public Sector Human Rights Duty. Work in this area will commence in 2023.