



South Dublin County Council Equality Action Plan- Traveller Accommodation

The Equality Action Plan- Traveller Accommodation supports the Council's [Public Sector Equality and Human Rights-Duty Framework](#) and our [Corporate Plan](#) values in particular that of: Inclusiveness, equality, and accessibility. We will prioritise social inclusion, equality of access and opportunity, and the needs of the most vulnerable people in society when we design and deliver services. The Plan was prepared in consultation with the Local Traveller Advisory Accommodation Committee (LTACC). It is a working document and will be updated periodically to reflect the outcomes and progress to date for each of the actions and will be a standing item on LTACC meeting agendas. Our Action Plan sets out our aim and objectives on how we will meet our statutory obligations under section 32 (1) (b) of the Irish Human Rights and Equality Commission Act 2014 to further the promotion of equality and opportunity regarding access to and provision of Traveller specific accommodation including specified and time bound actions regarding practices, procedures and policies that relate to the draw down of capital funding and provision of Traveller accommodation and services to Travellers in the Council's administrative area. We want to ensure that the local Traveller Community and stakeholders identify South Dublin County Council (SDCC) as an organisation that promotes equality of opportunity for all our citizens.

Preparation of the Equality Plan

This plan was prepared by the Traveller Accommodation Unit in consultation with the Local Traveller Accommodation Consultative Committee (LTACC) who engaged in the consultative process for the preparation of the Equality Action Plan. The LTACC membership includes six Elected Representatives, the Director of Housing, Social and Community Development, staff from the Traveller accommodation unit and four Traveller representatives from Clondalkin and Tallaght Development Groups. It is acknowledged that the engagement through the LTACC would benefit from further strengthening to support the local delivery of Traveller Accommodation.

Section 1- Promote Equality of Opportunity

1. To improve the accuracy of the annual count/census of Traveller Accommodation needs in the function area of the Council				
Activity	Timescale	Directorate	Outcome	Actions
<p>1.1. to evaluate the existing methods used for the count/census in consultation with members of the Traveller community and representative groups, and action findings of this evaluation, including on accuracy and efficacy of current methods;</p>	November 2023	Housing, Social and Community Development (HSCD)	<ul style="list-style-type: none"> • There is accurate, robust, and comprehensive collection of data in conjunction with Traveller Community and their representatives • Information/Data is shared where relevant across the HSCD directorate and with partner groups 	<ul style="list-style-type: none"> • The introduction of the Irish Traveller identifier on Social Housing application forms now enables SDCC to collate relevant Traveller specific data. • Annual Traveller Census conducted on site by staff from the Traveller Accommodation Unit in partnership with Tallaght and Clondalkin Traveller Development groups. • Consult with Allocations, RAS,

				<p>HAP, Homeless and AHBs in preparation of annual estimate of Traveller families</p> <ul style="list-style-type: none"> • Accurate recording of Traveller families sharing accommodation in Traveller Specific accommodation • Report to be provided at each LTACC meeting on number of applicants on the housing list who have identified as Irish Traveller.
<p>1.2. to improve the quality and accuracy of the count/census of Traveller accommodation needs, where appropriate in coordination with</p>	<p>Quarter 1 2024</p>		<ul style="list-style-type: none"> • Assessment of Need for Traveller Accommodation to prepared for TAP 2024-2029 	<ul style="list-style-type: none"> • GIS interactive mapping of current Traveller Accommodation Sites within the County with key

national bodies and other local authorities;			<ul style="list-style-type: none"> • To develop a comprehensive understanding of what data we can share with national bodies and other local authorities 	<p>statistics by electoral area</p> <ul style="list-style-type: none"> • GIS mapping to include statistics on the number of families living on each Traveller specific accommodation site • Proposed locations for new Traveller Accommodation to be mapped as part of the TAP 2024-2029 process
1.3. to enable accurate capturing of multiple accommodation preferences of members of the Traveller community within the Council's functional area	Ongoing		<ul style="list-style-type: none"> • To develop through our Integrated Housing System a report that captures the accommodation preferences of members of the Traveller Community 	<ul style="list-style-type: none"> • Data to be updated to include in order of preference accommodation options including standard and group housing, permanent residential sites for caravans

				<ul style="list-style-type: none"> • Identify the need for Age Friendly and Medically adapted homes • Business case to be submitted for the recruitment of Traveller Accommodation Worker • Greater use of infographics to display data/digital dashboard
<p>1.4. to ensure that any additional and relevant information that will impact on accommodation planning and/or delivery is properly captured in the count/census, including new family formations; and</p>	Ongoing		<ul style="list-style-type: none"> • To collect and analyse soft data about the Traveller community from frontline workers to complement our statistical data and support our approach to equalities 	<ul style="list-style-type: none"> • Business case to be submitted for the recruitment of Traveller Accommodation Worker • Monthly Traveller Clinics • Quarterly meetings to be arranged with Traveller Development Groups

				<ul style="list-style-type: none"> Assessment of need for TAP 2024-2029 will record information on Travellers who will reach the age of 18 on or before 31st December 2029. Data to be presented in age bands 13-15, 15-18 years of age
<p>1.5. to implement processes for that information to directly influence decisions and policy on Traveller accommodation provision by the Council.</p>	<p>Quarter 1 2024-Commencement of TAP process for 2024-2029</p>		<ul style="list-style-type: none"> To provide open data in innovative way and to engage with Traveller representative groups and partner agencies to inform and influence decisions and policy All decision and policy on Traveller Accommodation provision will be proofed in accordance with 	<ul style="list-style-type: none"> SDCC Housing Delivery Action Plan 2021-2026 County Development Plan 2022-2028 Traveller Accommodation Programme 2024-2029 Dublin Regional Homeless Action Plan 2022-2024 Local Area Plans

			the Public Sector Equality and Human Right's Duty Framework	
2. Steps taken to date, or planned, to address the manner in which data is presented - specifically in the Traveller Accommodation Programme (the 'TAP') and related progress reports				
Activity	Timescale	Directorate	Outcome	Actions
2.1. a breakdown, by accommodation type, of current accommodation status of Travellers in the functional area of the Council, where appropriate linked to above action (a); and	Ongoing	Housing, Social and Community Development	<ul style="list-style-type: none"> To produce a report by accommodation type of the current status of Travellers in SDCC's administrative area 	<ul style="list-style-type: none"> Current breakdown to be produced on accommodation type by electoral area
2.2. details of the specific accommodation needs and preferences of Travellers in the functional area of the Council, and how these are identified;	Quarter 1, 2024		<ul style="list-style-type: none"> To develop a report through our Integrated Housing System that details the preferences of Travellers in our functional area through analysis of data provided through TAP assessment of need process 	<ul style="list-style-type: none"> Currently applicants are required to indicate the type of social housing support that best meets their needs but not in order of their preference. New questionnaire to be developed for the TAP

				assessment of need process
2.3. details of how these accommodation needs are to be met through the TAP and related processes, with assignment of roles to relevant stakeholders responsible for delivering on the TAP	Quarter 1, 2024	<ul style="list-style-type: none"> • Housing, Social and Community Directorate • Approved Housing Bodies • CENA • Traveller Development Groups • LTACC • Staff • Elected Members 	<ul style="list-style-type: none"> • Detailed estimate of the number of Travellers for whom accommodation will be required and their preferences during the course of the programme 	Identify the need for: <ul style="list-style-type: none"> • Standard Social Housing • Group Housing • Voluntary Housing • Halting Site/Bay • Transient • Assign relevant stakeholder's responsibility

3. To recognise and promote the practical implications of Traveller ethnicity, to ensure respect for Traveller culture and identity in the provision of housing services, including standard housing, and to sustain integrated and diverse communities

Activity	Timescale	Directorate	Outcome	Actions
3.1. consultation with the relevant community and representative groups on the practical implications of Traveller ethnicity and the identification of priorities of Travellers within the functional area of the Council	Quarter 4, 2023	Housing, Social and Community Development	Development of engagement structures that are inclusive to the Traveller Community, we will do this by: <ul style="list-style-type: none"> • Ensuring consultation is at an early stage of service planning • Pilot new consultation tools 	<ul style="list-style-type: none"> • Consult with the Traveller Community and establish a Traveller residents panel to provide a structured forum for inclusive engagement and to examine the practical

			<p>that increase engagement</p> <ul style="list-style-type: none"> • Creating effective feedback processes following consultation 	<p>implications of Traveller ethnicity on culturally appropriate accommodation exploring the following :</p> <ul style="list-style-type: none"> ✓ Horse Ownership ✓ Social Economy ✓ Living in a diverse community ✓ Site and Waste Management <ul style="list-style-type: none"> • Consult with the other Dublin Local Authorities re: the hosting of a conference to trace the history of the Traveller Community across Dublin since the foundation of the state through the lived experience and handed down history of previous generations
--	--	--	--	---

3.2. where identified as needed by the affected community, the promotion and facilitation of horse-ownership by members of the Traveller community residing in the functional area of the Council and availing of social housing support;	Quarter 1- 2024		<ul style="list-style-type: none"> To undertake a Feasibility Study to identify a suitable location where the facilitation of horse ownership could be incorporated into the re-development of a Traveller Accommodation Group Housing Scheme 	<ul style="list-style-type: none"> Feasibility Study to be undertaken in relation to horse ownership in Traveller specific accommodation. The Council currently facilitates /supports two Horse Projects in Tallaght and Clondalkin
3.3. where identified as needed by the affected community, the promotion of family cohesion and connection with extended family in the provision of housing to members of the Traveller community residing in the functional area of the Council;	Ongoing		<ul style="list-style-type: none"> Future family formations to be identified through the TAP assessment of need 	<ul style="list-style-type: none"> Pilot Choice based letting for allocations to new sites will take consideration of family formations
3.4. responses to the other needs of members of the Traveller community to promote	Ongoing		<ul style="list-style-type: none"> Organise, support, and celebrate events to promote and foster respect 	<ul style="list-style-type: none"> The Council will use our website, social media platforms, citizens and staff

and foster respect for Traveller culture; and			for Traveller Culture	<p>newsletters and intranet to publicise notable dates such as Traveller Pride Week</p> <ul style="list-style-type: none"> • Engagement with Travellers for community events and family fun days • Travellers to be assisted to apply for grants and facilitator costs for Traveller specific cultural activities
3.5 engagement with Traveller and non-Traveller communities with the overall aim of fostering positive community relations.	Ongoing		<ul style="list-style-type: none"> • Promote engagement between Traveller and non-Traveller Communities by encouraging people to work together for the benefit of each other and their local area 	<ul style="list-style-type: none"> • Host cultural events i.e. plays, music, poetry, artistic events, and tin smithing/traditional craft demonstrations to build and promote Traveller Folklore • To promote membership with residents' associations, Tidy Town Committees,

				Men and Women's Sheds
4. Steps taken to date, or planned, regarding culturally specific responses to the needs of Travellers experiencing homelessness				
Activity	Timescale	Directorate	Outcome	Actions
4.1. the provision of culturally appropriate homeless accommodation to members of the Traveller community who are experiencing homelessness, that responds to the preferences and needs of this group by, for example, providing accommodation that takes proper account of family size and reliance on family networks for support;	Ongoing	Housing, Social and Community Development Dublin Regional Homeless Executive	<ul style="list-style-type: none"> To implement Dublin Region Homeless Executive Action Plan 2022-2024 	<ul style="list-style-type: none"> SDCC together with DRHE has made specific provision for larger family sizes in its stock of emergency accommodation.
4.2 the provision of specific supports for members of the Traveller community who are at risk of, or experiencing homelessness, ensuring that such supports are accessible and responsive to their needs, and that they take account of	Ongoing		<ul style="list-style-type: none"> To make improvements in the quality and quantity of Traveller Specific Accommodation to reduce the risk of Homelessness SDCC have opened a new dedicated 	<ul style="list-style-type: none"> There is a prevention service in SDCC (Focus Ireland Advice Centre) and as part of their brief they provide support including additional supports with

<p>digital and literacy challenges faced by some members of the Traveller community</p>			<p>Housing Customer Centre and staff are available from the Traveller and Homeless Units by appointment to provide supports and advise to prevent Homeless and to assist with any digital and literacy challenges</p>	<p>housing applications for person who may have digital literacy issues.</p> <ul style="list-style-type: none"> • The employment of Traveller Accommodation Worker could assist Travellers in sourcing Private Rented Accommodation • To advertise services of new Housing Customer Centre- Information Flyer to be provided to Traveller Development Groups • Training on Housing on registering/using Housing On- Line Portal to be
---	--	--	---	--

				provided to Traveller Development Group staff.
<p>4.3 the coordination and alignment of any actions and plans regarding homeless accommodation provision to members of the Traveller community with any national bodies (including, for example, the Programme Board and the Department of Housing's Traveller Accommodation Support Unit), thereby taking account of best practice developed at that level and making use of financial and research supports to inform appropriate actions</p>	Ongoing		<ul style="list-style-type: none"> • To implement Dublin Region Homeless Executive Action Plan 2022-2024 • To make improvements in the quality and quantity of Traveller Specific Accommodation (DHLGH, La's and AHBs) 	<ul style="list-style-type: none"> • Travellers were considered as a named vulnerable group in the Homeless Action Plan adopted by the 4 Dublin Local Authorities. • Multi-agency response and close working with the HSE's social inclusion units and our Traveller specific accommodation units.

5. Steps taken to date, or planned, responding to the needs of Travellers who are nomadic within and through the county through the provision of transient halting site bays as required

Activity	Timescale	Directorate	Outcome	Actions
5.1 engagement with members of the Traveller community within the functional area of the Council through the mid-term TAP review and/or other processes, to ascertain their true preferences with regard to transient halting sites and specifying actions to be taken pursuant to such engagement	Quarter 4 – 2023	Housing, Social and Community Development	<ul style="list-style-type: none"> The Council to undertake a consultation process regarding the provision of a transient site in the county through engagement with the Traveller community and the three adjoining Dublin Local Authorities and the DHLGH regarding the establishment of a national network of transient sites 	<ul style="list-style-type: none"> Appoint independent consultant to engage with members of the Traveller Community regarding the provision of a transient halting site in South Dublin County and to publish findings
5.2 engagement, where appropriate, with other local authorities for a coordinated approach to provision of transient sites in the Dublin region, and	Quarter 4-2023		<ul style="list-style-type: none"> To consult with other Dublin Local Authorities and DHLGH with regards to national policy on the provision of 	<ul style="list-style-type: none"> Identify other local authorities with Transient sites and arrange for LTACC to meet and discuss, how facilities are funded for construction and

identification of locations for transient sites pursuant to the TAP 2019 to 2024;			network of transient sites as per 5.3 below	associated maintenance/operational costs and rates set
5.3 cooperation and coordination with national bodies (including, for example, the Programme Board, the Housing Agency and the Department of Housing) in relation to provision of a network of transient halting sites	2024		<ul style="list-style-type: none"> To co-operate with the Programme Board and the DHLGH with regards to exploring the provision of an all-island approach to the provision of a network of Transient Sites across the island of Ireland 	<ul style="list-style-type: none"> As above

6. Steps taken to date, or planned, to strengthen the availability and accessibility of the Caravan Loan Scheme

Activity	Timescale	Directorate	Outcome	Actions
6.1. the current status and form of the Caravan Loan Scheme (the 'scheme'), noting the terms of the pilot scheme in operation as of July 2021	2022/2023	Housing, Social and Community Development Department of Housing, Local Government and Heritage	<ul style="list-style-type: none"> National Caravan Loan Scheme available to Traveller's resident in Halting Sites/ in South Dublin 	<ul style="list-style-type: none"> To implement National Caravan Loan Scheme if approved

6.2. the expenditure under the pilot scheme	As above		<ul style="list-style-type: none"> • €580,000 approved in Caravan Loans 	<ul style="list-style-type: none"> • N/A
6.3. the number of applicants to the pilot scheme, the number of applications that were successful, and the number of applicants who have, in fact, been in receipt of a caravan pursuant to the pilot scheme	As above		<ul style="list-style-type: none"> • 47 applications were received by SDCC in total. 20 applications were successful based on a priority of need assessment. Out of the 20 successful applicants, 17 applicants proceeded with drawdown of the caravan loan, 	<ul style="list-style-type: none"> • N/A
6.4. any evaluation(s) undertaken of that pilot scheme and actions planned or proposed on foot of the findings of any such evaluation(s)	2023		<ul style="list-style-type: none"> • SDDC participated in the National Evaluation Scheme 	<ul style="list-style-type: none"> • Currently awaiting findings of the National evaluation report by DHLGH
6.5. details of the communication of any ongoing scheme (pilot or otherwise), to members of the Traveller community within the functional	2022		<ul style="list-style-type: none"> • Plain English Proofed guide and application form. • Forms printed and provided to Local Traveller 	

area of the Council in an accessible manner			<p>Development Groups</p> <ul style="list-style-type: none"> • Circulated to all Halting Sites in South Dublin's Administrative Area • Available on www.sdcc.ie 	
6.6. the funding arrangements for any ongoing scheme;	2023		<ul style="list-style-type: none"> • 100% funding provided by the DHLGH 	
6.7 any consideration of the scheme in the course of the mid-term TAP review and related amendments to the TAP on foot of that consideration	2023		<ul style="list-style-type: none"> • Full report in the mid- term Tap Review provided to LTACC <p>Feedback from LTACC</p> <ul style="list-style-type: none"> • Request that Rental Scheme should be introduced as opposed to caravan loan scheme 	<ul style="list-style-type: none"> • No amendments to TAP 2019-2024 required

			<ul style="list-style-type: none"> • Funding needs to increase from €30,000 to ensure mobile homes included 'Winter Package' • Local Authority should be responsible for maintenance of units and installation of utilities 	
6.8 the evaluation tools and reporting mechanisms that apply to the effectiveness of the scheme in its current form	2023		<ul style="list-style-type: none"> • Currently awaiting National Evaluation Pilot Scheme Report by DHLGH 	

7. Steps taken to date, or planned, to address the 'indigenous requirement' wording in the TAP, to ensure that there is no discrimination when members of the Traveller community are compared to the requirements on the wider community

Activity	Timescale	Directorate	Outcome	Actions
7.1. the assessment of the wording in the mid-term TAP review	2023	Housing, Social and Community Development	<ul style="list-style-type: none"> • Assessment complete 	<ul style="list-style-type: none"> • Indigenous requirement to be removed from TAP requirement

7.2. the amendments to the wording in the TAP pursuant to the mid-term TAP review and any other process;	2024		<ul style="list-style-type: none"> Removal of the indigenous requirement wording in the TAP 	<ul style="list-style-type: none"> Wording to be replaced as per requirements of Part 9 of Standard Social Housing Application
7.3. the evaluation of decisions regarding social housing assessments and/or allocations to identify and address discriminatory treatment arising	Quarter 4, 2023		<ul style="list-style-type: none"> SDCC to prepare new Allocations Scheme in accordance with Public Sector Equality and Human Right's Duty Framework 	<ul style="list-style-type: none"> Introduction of a complaint/ review process to include equality monitoring in evaluation of decision-making processes

8. Steps taken to date, or planned, to respond to the introduction of the ethnicity identifier in the application form for social housing support, including:

Activity	Timescale	Directorate	Outcome	Actions
8.1. informing members of the Traveller community of the option to self-identify in the social housing application form	Ongoing	Housing, Social and Community Development	<ul style="list-style-type: none"> Improve digital access/housing customer services to Travellers 	<ul style="list-style-type: none"> Workshops to provide training to staff from Clondalkin and Tallaght Traveller development on the Council's Housing On- Line Customer Portal

				<ul style="list-style-type: none"> • New Housing Customer Centre to open with effect from 12th July 2023, appointments available to assist members of the Traveller Community with social housing applications • The Council and Traveller Development groups to promote the wider use within the Traveller community of the Irish Traveller identifier on social applications
8.2. collection and analysis of this data by the Council; and				<ul style="list-style-type: none"> • Data is now collected in Integrated Housing System and statistical

				information can be provided to LTACC
8.3. use of the data to strengthen and inform decision-making including in relation to spending on provision of Traveller-specific accommodation and related services.	Ongoing		<ul style="list-style-type: none"> To ensure accurate, robust, and comprehensive data to inform decision making in relation to the spending on Traveller specific accommodation 	<ul style="list-style-type: none"> Publish open data on Revenue and Capital expenditure on Traveller Accommodation on annual basis Pilot Traveller Participatory budget similar to the 'Have your Say'

9. Steps taken to date, or planned, regarding a pilot run with monthly clinics held in the offices of the Traveller Development Groups				
Activity	Timescale	Directorate	Outcome	Actions
9.1. assess the outcomes of any pilot	Quarter 2024	Housing, Social and Community Development Tallaght and Clondalkin Traveller Development Groups	<ul style="list-style-type: none"> Monthly Clinics are now fully operational and form part of the TAU's outreach programme 	<ul style="list-style-type: none"> Focus group to be held with Traveller Development Groups to review operation of monthly clinics
9.2. implement the learnings from the pilot	2024		<ul style="list-style-type: none"> As above 	<ul style="list-style-type: none"> TAU staff to report issues raised at clinics with other

				housing sections and other departments of SDCC
9.3 arising from the pilot or elsewhere, including the possibility of employing a dedicated Traveller Liaison Officer.	2024		<ul style="list-style-type: none"> • Business Case to be submitted for the recruitment of Traveller Accommodation Support Worker 	<ul style="list-style-type: none"> • Business cast to be submitted as part of Workforce Plan Review
9.4. extend the pilot and/or similar ongoing service provision by way of monthly clinics and alternative or complementary supports	N/A		<ul style="list-style-type: none"> • Monthly Clinics are now fully operational and form part of the TAU's outreach programme 	<ul style="list-style-type: none"> • Focus group to be held with Traveller Development Groups to review operation of monthly clinics
9.5 introduce new or updated practices and procedures to support Travellers in their engagement with the Council on housing issues	Ongoing		<ul style="list-style-type: none"> • Pilot of new Choice Based Letting for Traveller Accommodation Units • Dedicated Housing Customer Centre 	<ul style="list-style-type: none"> • Training to be provided to Traveller Development Groups on the new Housing online Portal. • TAU staff available to arrange appointments with Travellers in Housing Customer Centre

				<ul style="list-style-type: none"> • Establishment of Resident's Associations
--	--	--	--	--

10. Steps taken to date, or planned, regarding the recording of data specifically on funds allocated and drawn down				
Activity	Timescale	Directorate	Outcome	Actions
10.1. clear and transparent recording of data on funds allocated and drawn down for Traveller-specific accommodation, and separately for those for general accommodation for all housing applicants	Ongoing – Annual Budget Processes	Housing, Social and Community Development	<ul style="list-style-type: none"> • Produce clear and transparent data on drawdown of funding for Traveller – specific and general accommodation 	<ul style="list-style-type: none"> • Publish data on Capital Programme and Revenue Budget expenditure
10.2. implementing procedures that enable the Council to take account of the true preferences of members of the Traveller community whose accommodation needs are met through general housing funds and of the varying costs of different forms of accommodation	Ongoing		<ul style="list-style-type: none"> • Implement reporting on spend for Standard Social Housing, Group Housing and Halting sites, HAP, and RAS 	<ul style="list-style-type: none"> • Develop procedures for reporting spend on Traveller Accommodation preference where the data is available through the applicant identifying as an Irish Traveller
10.3. recording and reporting on the	Quarter 4- 2023		<ul style="list-style-type: none"> • Publish report of drawdown of 	<ul style="list-style-type: none"> • New reporting template to be

drawdown and allocation of funding for the refurbishment of existing Traveller-specific accommodation separate to general drawdown and allocation of funds for new Traveller-specific accommodation and separate to the funding from general housing funds for provision of housing to members of the Traveller community			funding for refurbishment of existing and new Traveller Specific Accommodation	provided to LTACC members detailing spend by budget, category, and reasons for non-expenditure if applicable
---	--	--	--	--

11. Steps taken to date, or planned, to assess and analyse the operation of new procedures set out in Circular 03/2020 (from the Department of Housing) on the rate of drawdown of funding for Traveller-specific accommodation

Activity	Timescale	Directorate	Outcome	Actions
11.1. measure the effectiveness of the new system for 2022, 2023 and beyond, and addressing any issues arising.	Quarter 3, 2023	Housing, Social and Community Development	<ul style="list-style-type: none"> Publish report of drawdown of funding for refurbishment of existing and new Traveller Specific Accommodation 	<ul style="list-style-type: none"> New reporting template to be provided to LTACC members detailing spend by budget, category, and reasons for non-expenditure if applicable

Section 2

Address Organisational Equality Arrangements including Equality Policy and Training

1. Steps taken to date, or planned, regarding:				
Activity	Timescale	Directorate	Outcome	Actions
1.1. the development and implementation of its equal status policy	Ongoing	Housing, Social and Community Development Corporate Performance and Change Management	<ul style="list-style-type: none"> Promote equality of opportunity , eliminate discrimination and the protect the dignity and human rights of our Staff, Elected Members and our Customers Provision of Equality and Diversity training to Staff and Elected Members 	<ul style="list-style-type: none"> South Dublin County Council Public Sector Equality and Human Rights Duty Framework published. Public Sector Duty page live on www.sdcc.ie
1.2. the inclusion of an equality statement in the TAP	Quarter 1- 2024		<ul style="list-style-type: none"> Inclusion of equality statement in new TAP 2024-2029 	<ul style="list-style-type: none"> Equality and human rights values statement included within the SDCC Public Sector Duty Framework.
1.3. the inclusion of an equality statement in the Allocations Scheme	Quarter 4- 2023		Inclusion of equality statement in new Allocations Scheme	<ul style="list-style-type: none"> Equality and human rights values statement

				included within the SDCC Public Sector Duty Framework.
1.4 the development and implementation of additional Council equality policies	Ongoing		<ul style="list-style-type: none"> Implementation of Annual Action Plans through the Public Sector Equality and Human Rights Duty Framework and we will report our programmes and achievements in the Council's Annual Report 	<ul style="list-style-type: none"> To be considered within second annual action plan for SDCC Public Sector Equality and Human Rights Duty Framework
1.5 the operation of the new interdepartmental working group, including detail on Traveller representation and engagement, and to set out timebound steps to develop and progress the work of any such group	Quarter 3- 2023		<ul style="list-style-type: none"> New interdepartmental working group to be established and external stakeholders will form part of this work as the implementation plan is developed and implemented 	<ul style="list-style-type: none"> Representatives from the Clondalkin and Tallaght Traveller representation groups were included in the Validation Group for the development of the SDCC Public Sector Equality and Human Rights Duty Framework.

				<p>The Council's cross departmental equality and human rights working group is currently being redeveloped. Future engagement with the members of the validation group will be developed by the updated working group.</p>
--	--	--	--	--

Section 3

The Public Sector Equality and Human Rights Duty

1. Steps taken to date, or planned, to				
Activity	Timescale	Directorate	Outcome	Progress to date
1.1. have regard to the need to eliminate discrimination, promote equality of opportunity and to protect the human rights of its staff and the persons to whom it provides services in any	Quarter 1- 2024	Housing, Social and Community Development Corporate Performance and Change Management	<ul style="list-style-type: none"> The TAP 2024-2029 will be drafted under the Duty to take account of the following steps: <p>✓ Access</p>	<ul style="list-style-type: none"> Council's Equality Officer available to plain English proof TAP. Recognition of intersectionality and applying the equality and

review or preparation of the TAP, as required under section 42(1)			<ul style="list-style-type: none"> ✓ Address ✓ Report 	human rights framework and values statement during any review or preparation of the TAP will be essential.
1.2. have regard to the need to eliminate discrimination, promote equality of opportunity and to protect the human rights of its staff and the persons to whom it provides services in the assessments of housing applications and allocations, as required under section 42(1)	Quarter 4- 2023		<ul style="list-style-type: none"> • The Council’s new Allocations Scheme will be drafted under the Duty to take account of the following steps: <ul style="list-style-type: none"> ✓ Access ✓ Address ✓ Report 	<ul style="list-style-type: none"> • Council’s Equality Officer provides plain English proofing support and has proofed a variety of housing documents and webpages in the past year. Equality proofing of language is also carried out while the plain English proofing is taking place.
1.3. have regard to the need to eliminate discrimination, promote equality of opportunity and to protect the human rights of its staff and the persons to whom it provides services in			<ul style="list-style-type: none"> • Provide diversity/cultural awareness training and tools for frontline staff working in Homeless Services to raise awareness 	<ul style="list-style-type: none"> • Recognition of intersectionality and applying the equality and human rights framework and values statement to homeless

homeless assessments and allocations, as required under section 42(1)			of the identified groups for the 'Duty' and that services are shaped according to customer needs	assessments and allocations will be essential. <ul style="list-style-type: none">• Council's Equality Officer available to plain English and language proof relevant documents
---	--	--	--	--