Team/Division	Relevant function/purpose	Relevant human rights and/or equality issues to consider	Policies/actions in place	Gap Identified	Policies/plans/actions to be put in place	
Human Resources		Do your human resources policies and practice accommodate the needs of groups protected, promote equality of opportunity and take steps to eliminate discrimination?	Are there existing policies, strategies in place that can address any issues identified?	What issues are not addressed in existing policies/strategies?	What actions will you take to address issues not currently addressed?	
	Recruitment/Promotion	Elimination of discrimination, promotion of equality of opportuntity.	Addressed in candidate information booklet	None	Review of all candiate information booklets.	
			Accomodations put in place when requested or required.			
	Working Conditions	Elimination of discrimination, promotion of equal opportunity	Contracts of Employement for all employees in place.	None	Monotor Contracts of Employment	
			Occupational Health arrangements in place with accommodations made when required for employees	None	Monitor Time and Attendance	
	Staff Training/Career Development	Elimination of discrimination, promotion of equality of opportuntity.	Learning and Development Programme in place	None	Maintain and deliver learning and development programme	
			Open Learning Scheme in place	None	Maintain and deliver open learning scheme	
			Health and Wellbeing Strategy in place	None	Deliver on the health and wellbeing strategy	
			Health and Wellbeing programme in place	None	Deliver on the health and wellbeing programme	
Team/Division	**Relevant function/purpose**	**Relevant human rights and/or equality issues to consider**	**Policies/actions in place**	**Gap Identified**	**Policies/plans/actions to be put in place**	
Community	Community Development Programmes	Do you consider and accommodate the needs of people protected under the Duty when designing and implementing budgeting, procurement and funding allocation policies?	Are there existing policies, strategies in place that can address any issues identified?	What issues are not addressed in existing policies/strategies?	What actions will you take to address issues not currently addressed?	
		The criteria used for delivery of programmes is set out in most cases by the funding government department with discretion for the inclusion of locally identified priorities.	The Local Economic and Community Plan 2023-2029 outlines the objectives of Longford County Council and Longford LCDC in relation to community development. The following programmes support people protected under the Duty:	No issues identified, periodic review.	Any issues that arise are highlighted to the relevant funding department.	
			Longford Sports Partnership Programmes including- Sports Inclusion Disability Programme - Physical Activity Programme for Health, Diversity Inclusion Programme.			
			Social Inclusion Community Activation Programme provides funding to tackle poverty and social exclusion at a local level.A number of Local Priority Target Groups have been identified including people who aare long term unemployed, Refugees and Members of the Travelling Community.			
			The LEADER Programme 2023-2027 is a community-led approach to delivering EU funding to rural businesses and communities.It promotes social inclusion, poverty reduction, economic development and addressing the challenges posed by climate change in rural areas.			
			The Community Development Programme is a pilot programme aimed at develoing an autonomous community development project managed and run by members of the Roma community supporting them to engage directly with decision making structures and work in partnership with service providers.			
			Other Programmes and activities include the Local Enhancement Programme,Community Grant Support Scheme, Intercultural grant scheme, Africa Day , LGBTIQ funding, CLÁR Programme,Healthy Longford and Slaintecare Healthy Communities Programmes,Local Community Safety Partnership, Public Participation Network and Comhairle na nÓg.			
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Evironment and Cimate Action.	Design of Service.	Physical modification to existing, Church Street, public counter and increased signage, for the benefit of improved legibility and accessibilty.	Longford Co Co Customer Charter.	No hearing, 'Induction Loop System' as part of the modificaiton works as recomemnded by Irish Wheelchair Association.	Tender for 'induction loop'.	
	Service Delivery.	Conversion of all forms to electonic format and available online for the benfit of improved accessibility and convenience.	Local Government Digital & ICT Strategy 2030.	IT Scale and involvement required.	All policies to be presented in Plain English style.	
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Budgeting / Grant Procurement	Budgeting / Grant Procurement	Do you consider and accommodate the needs of people protected under the Duty when designing and implementing budgeting, procurement and funding allocation policies?	**Are there existing policies, strategies in place that can address any issues identified?**	**What issues are not addressed in existing policies/strategies?**	**What actions will you take to address issues not currently addressed?**	
		Currently in procurement when designing and implementing	Our current Corporate Procurement Plan obliges LCC To	This will be in some instances new information to	When the Corporate Procurement Plan is for review we will	

		procurement we state all concerned must adhere to Treaty Of Rome . 5 Principals – Equality – Non Discrimination – Mutual Recognition - Proportionality – Transparency . These aim to address this issue also. There is also EU Document (2021/C 237/01) which states Procurement/ Tenders Should promote employment opportunities for disadvantaged people . This would include all groups in the Duty Group as outlined in the 2014 Act.	adhere to the Treaty Of Rome Principals which give emphasis to Equality- Non Discrimination and equality . This can be strengthened and updated at the next review . Our Procurement Policy is due for review and we can strengthen our commitments here also and with training add new policies based on the 2014 Act	staff so we will need a roll out of training for staff in this whole area . We cannot include or update policies on issues we have no training / qualifications in . Gaps can be the existence of knowledge in this area by staff – qualifications to implement these considerations in public contracts – and general training. Gaps can be the existence of knowledge in this area by staff – qualifications to implement these considerations in public contracts – and general training	look at current best practice in having all these considerations in our tenders and in our Policies . We will include where possible these considerations in the review of our Procurement Policy . Liaise with our Training Section to give the relevant staff the training required to properly ensure this is addressed in policies and tenders
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Planning	Foreward Planning	Equality and Social Inclusion	In relation to Forward Planning section, as part of the preparation of land use plans, equality and social inclusion are considered with the inclusion of relevant policies (e.g in the Development Plan and Local Area Plans policies are included re. social inclusion, traveller accommodation, age friendly, universal accessibility etc). This is also tied in with an objective under our Annual Service Delivery Plan.	None	Land Use Plans e.g. County Development Plan, Local Area Plans
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Housing	Social Housing	Yes	Strategic Plan for Housing People with a Disability 2021-2025	None	Periodic Review
	Traveller Accommodation	Yes	Adopted Traveller Accommodation Programme 2025-2029	None	Mid Term Review
	Homeless Services	Yes	Draft Midlands Regional Action Plan 2025-2029	none	To be considered at SPC and Full Council meeting for adoption.
Team/Division	**Relevant function/purpose**	**Relevant human rights and/or equality issues to consider**	**Policies/actions in place**	**Gap Identified**	**Policies/plans/actions to be put in place**
Information Technology	Longford Centred & Connected - Support core priorites and Plans, and ensure every citizen, community and business will be able to access digital learning in their locality.	Equality and Social Inclusion -Promote opportunity and access for all. Inclusive & Progressive Longford will use the digital Strategy as a means of promoting inclusiveness and a progressive society to reach out to all it's citizens and support their ambitions and integration for the betterment of the county and its profile.	**Digital Strategy 2021-2023** The strategy will build on existing resources, knowledge, networks and plans to create a blueprint for bringing digital into all aspects of life in Longford and in doing so, creating a connected, inclusive and dynamic future for all its citizens. Longford Centred & Connected will also act as a resource for supporting core priorities and plans as set out in the local policy and strategy context. For example, the LECP, CDP, Area Action Plans, Sector Strategies, Climate Action Plans, Urban & Rural Development Plans, Tourism & Recreation and the Local Authority Corporate Plan. Most importantly the Digital Strategy will inform futurestrategic planning and policy to helpshape Longford in the future. It will also reflect and embrace what is happening with digital at anational and international level including the rollout of e-Government Strategy and other strategic actions. Ultimately the Digital Strategy must ensure that local communities andeconomies are making the most of digital for their competitiveness, cohesion and sustainability.	• Low population base will make service delivery difficult and inefficient; • Low in key Digital measures - innovation; skills; digital integration in business. Below average score in DRI; • Low or no clustering at present in tech sectors – but signs of emerging tech community around hubs e.g. Hive; No IOT / Tech Uni present in county and limited post-secondary education provision; • Secondary location for FDI and small numbers of large SME's; • Rural decline evident in many rural towns & villages in Longford – vacancy rates, aging population and service decline. Potential lack of resources to drive the development projects to desired level; • Potential lack of partnership from key stakeholders and community groups; • Competition from other regions to capture investment in digital sectors and knowledge services; • Macro-economic climate and threat of recession – Covid 19 & Brexit in particular; • Talent retention and development for Longford's benefit will be challenging.	New Strategy to be developed
Team/Division	**Relevant function/purpose**	**Relevant human rights and/or equality issues to consider**	**Policies/actions in place**	**Gap Identified**	**Policies/plans/actions to be put in place**
Corporate services	Communication Information provision Customer service	Do your communication practices accommodate all service users? Can people protected under the Duty easily access, understand and use the information you provide? Do you use language and terminology that is inclusive and respectful?	Are there existing policies, strategies in place that can address any issues identified?	What issues are not addressed in existing policies/strategies?	What actions will you take to address issues not currently addressed?

		Social Inclusion/Equality; We use a variety of communication methods to engage with our customers and service users, including digital, printed, radio and in person. Currently, we are rolling out accessibility improvements to our website. We are implementing the plain English protocol in relation to major plans and policies. We are continually working to ensure compliance with Official Languages Act with respect to advertising in the Irish language. We try to allow for consideration for future actions: All plans to be presented in accessible format. All major plans and policies to be comply with plain English standards. Irish Sign Language facilities to be made available for service users when requested. Our Customer Service Charter aims to promote our willingness to help individuals access services where there are Intellectual, literacy, learning difficulties, and/or Sensory impairments issues by ensuring this is catered for in all aspsects of service delivery.	Our Customer Services Charter (adopted October 2024) details what our citizens and customers can expect from our service delivery. It sets out the standards of service you can expect and outlines the way we continuously monitor and improve our service for all our customers. We are committed to making our services more diverse and accessible to all service users, providing equal treatment to all, providing trusted people and processes to help all of our customers, and providing new and better technologies to make our services more accessible and to be able to communicate and reach our audiences through our social media platforms. We encourage engagement and feedback through our consultation and evaluation processes to allow us further develop our services to meet our customer needs. We allow a choice of service through Irish, aiming to have employees available who can help do business through Irish. Where there is a language barrier identified in the delivery of our services, we will aim to faciliate service delivery to allow for this, which may mean use of translation services/Interpretors etc. We work in partnership with local community groups etc to reach our audiences and include representation on our committees to ensure diversity of opinion and needs are being catered for and represented. Every effort is made to ensure that people protected under the duty can easily access the information we provide. This	Sensory Rooms at events, this will be factored into all upcoming events hosted by Longford County Council.	Commitment to deliver Irish Sign Language services during lifetime of new Corporate Plan. All plans to be presented in accessible mode. All major plans and policies to be presented in plain English. Irish Sign Language facilities to be made available for service users. Sensory Rooms to be provided at events.
	Policy Making -Development of new policy Evaluation of policy Research	Do you consider and accommodate the needs of people protected under the# Duty when developing and adopting policies and relevant research projects?	Are there existing policies, strategies in place that can address any issues identified?	What issues are not addressed in existing policies/strategies?	What actions will you take to address issues not currently addressed?
		We work in partnership with local community groups etc to reach our audiences through the PPN and include Sectoral/Voluntary representation on our committees to ensure diversity of opinion and needs are being catered for and represented in all policy making decisions.	Our Strategic Policy Scheme allows for our Strategic Policy Committees to assist policy development and review and help direct the work of the Council,and ensures their is a 50/50 representation which equates to 5 Electoral/5 Sectoral members on each of the 4 SPC's.		All policy reviews/proposals are brought through the SPC for consideration and discussion before they are adopted