



## Public Sector Duty Action Plan 2023

| Assessment  | Actions  | Owner                              | Timeframe              |
|---|--|------------------------------------|------------------------|
| There is a need to enable OPR staff to understand and meet their obligations under the Public Sector Equality and Human Rights Duty.  | All newly recruited staff will complete the Irish Human Rights and Equality Commission eLearning module - Equality and Human Rights in the Public Service.<br><br>[ All other staff completed this training during 2022. ] | HR Staff                           | Ongoing                |
| There is a need to raise general disability awareness for all staff by providing training which looks at language, diversity of disability, reasonable accommodations and challenging bias. | Disability awareness training will be delivered to all staff during 2023.  | HR Staff                           | Q4                     |
| There is a need to promote and enhance Equality, Diversity and Inclusion in our workplace.  | Prepare the OPR'S Equality, Diversity and Inclusion (EDI) Statement.<br><br>Appoint an EDI Officer.<br><br>Establish an EDI group to promote and enhance EDI in our workplace.   | HR Staff<br><br>HR<br><br>HR Staff | Q2<br><br>Q3<br><br>Q3 |
| There is a need to promote wellbeing in the OPR by developing a Wellbeing Programme with actions that are   | Distribute wellbeing survey.   | HR                                 | Q2                     |



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| developed in an equitable, fair and inclusive manner.  |  |              |         |
| There is a need to ensure the OPR is an employer of choice, fostering a safe working environment which promotes equality, is respectful and inclusive. | Equal opportunities employer with all recruitment processes carried out in accordance with Commission for Public Service Appointments Codes of Practice.<br><br>Policies in place including Dignity at Work, Right to Disconnect, Blended Working. | HR<br><br>HR | Ongoing |
|  |  |              |         |