



Public Sector Duty Action Plan 2024

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 staff newly recruited during 2024 will complete the Irish Human Rights and Equality Commission eLearning module - Equality and Human Rights in the Public Service. [All other staff completed this training during 2022 and 2023.]	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 staff during 2024. [All other staff completed this training during 2023.]	HR Staff	Q1
There is a need to support disabled employees who require workplace adjustments or accommodations.	To introduce and promote the Reasonable Accommodation Passport.	HR	Q1



There is a need to promote and enhance Equality, Diversity and Inclusion in our workplace.	EDI group to meet regularly and propose initiatives to celebrate equality, diversity and inclusion at the OPR.	Staff HR	Q1, Q2, Q3, Q4
There is a need to promote an inclusive and supportive working environment where all employees are treated fairly, with dignity, respect and understanding and their health and wellbeing is fully supported.	<p>The publication of a menopause policy as another step in our efforts to embed a culture of dignity, respect and inclusivity in the workplace and to promote gender equality.</p> <p>Menopause in the Workplace training will be delivered to all staff.</p>	<p>HR Line managers</p> <p>HR Staff</p>	<p>Q2</p> <p>Q2, Q3</p>
There is a need to learn how to recognise the signs of domestic violence in the workplace and how to refer and signpost a colleague who may be impacted by domestic violence towards further advice and supports.	<p>Domestic Violence awareness training will be delivered to all staff.</p> <p>Domestic Violence named contact persons trained and in place.</p>	<p>HR Staff</p> <p>HR</p>	<p>Q2, Q3</p> <p>Q1</p>
There is a need to ensure the OPR is an	Equal opportunities employer with all	HR	Ongoing



<p>employer of choice, fostering a safe working environment which promotes equality, is respectful and inclusive.</p>	<p>recruitment processes carried out in accordance with Commission for Public Service Appointments Codes of Practice.</p> <p>Policies in place including Dignity at Work, Right to Disconnect, Blended Working, Menopause in the Workplace.</p>	<p>HR</p>	<p>Ongoing</p>
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