



CIGIREACHT AN GHARDA SÍOCHÁNA
GARDA SÍOCHÁNA INSPECTORATE

Garda Inspectorate

Public Sector Equality and Human Rights Duty

2025 Action Plan

The objective of the Garda Síochána Inspectorate is:

‘To ensure that the resources available to the Garda Síochána are used so as to achieve and maintain the highest levels of efficiency and effectiveness in its operation and administration, as measured by reference to the best standards of comparable police services.’

Public Sector Equality and Human Rights Duty Statement

The Public Sector Equality and Human Rights Duty ('the Duty') places a statutory obligation on public bodies to eliminate discrimination, promote equality of opportunity and protect the human rights of their staff and those to whom they provide services , when carrying out their daily work. Section 42 of the Irish Human Rights and Equality Commission Act 2014 required the Inspectorate, as a public body, having regard to its functions, purpose, size and resources available to it, to:

1. **Assess** - set out in its strategic planning processes and assessment of the human rights and equality issues it believes to be relevant to the functions and purpose of the Inspectorate;
2. **Address**- set out in its strategic planning processes the policies, plans and actions in place or proposed to be put in place to address those issues;
3. **Report** - report on developments and achievements in a manner accessible to the public.

The Inspectorate is committed to fulfilling its obligations under Section 42 by advancing equality, including gender equality, and respect for human rights in all aspects of its work.

The Inspectorate pursues a proactive approach to equality and human rights issues in the course of its work. In particular, the Inspectorate has regard to its obligations under Section 42 of the Act while carrying out of inspections or inquiries in relation to policing services or any particular aspects of the operation and administration of the Garda Síochána including assessing the Garda Síochána's performance in fulfilling its Public Sector Equality and Human Rights Duty.

The Inspectorate recognises that the Public Sector Equality and Human Rights Duty is an ongoing obligation, which must be continually engaged with and is integral to operational and planning processes. The remainder of this statement sets out the Inspectorate's ongoing approach to implementing the Duty and an action plan to address human rights and equality issues relevant to its objectives and staff.

Implementing the Duty

In 2023, the Inspectorate commenced a comprehensive assessment to identify key equality and human rights issues which were and remain relevant to its statutory objective of ensuring that the resources available to the Garda Síochána are used efficiently and effectively. This informed an action plan designed to address any issues identified, and this was implemented throughout 2024. The action plan detailing tasks completed during 2024 can be found below:

| Public Sector Duty Strategic Action Plan 2024 – Update | |
|---|--|
| 1. | <p>Action</p> <p>Complete a review of all organisational policies to ensure that human rights standards are met and that the human rights principles of legality, necessity, proportionality, accountability and non-discrimination underpin the application of the document.</p> <p>Update</p> <p>This review was completed for all policies during 2024 and a copy of the screening framework can be found in Appendix A. Edits were made to policies as appropriate, and the Inspectorate included the following statement upon review of each policy:</p> <p><i>“To ensure that the Inspectorate meets its obligations under section 42 of the Irish Human Rights Equality Commission Act 2014, this document has been screened to ensure that human rights standards are met and that the principles of legality, necessity, proportionality, accountability, equality and non-discrimination underpin the application of the document. This certifies that human rights and equality issues are fully considered in all Inspectorate policies and procedures.”</i></p> |
| 2. | <p>Action</p> <p>Development of a human rights framework for engaging with stakeholders during the course of inspections.</p> <p>Update</p> <p>While initially the Inspectorate intended on developing its own engagement framework, this was paused due to the expected commencement of the Policing, Security and Community</p> |

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| | <p>Safety Act. As a result, a decision was made to work with the Policing Authority to develop a single human rights framework. This will inform ongoing oversight work and future inspection work when the Inspectorate merges with the Policing Authority to form the Policing and Community Safety Authority.</p> |
| <p>3.</p> | <p>Action</p> <p>Work with the Policing Authority to develop a human rights framework for the Policing and Community Safety Authority. This framework will provide the basis on which the PCSA will evaluate the Garda Síochána's compliance with its human rights obligations.</p> <p>Update</p> <p>The Inspectorate worked with the Policing Authority to guide the work of an external human rights expert through the development and completion of a framework.</p> |

Ongoing Obligations

Under the Policing, Security and Community Safety Act 2024, the Garda Síochána Inspectorate and Policing Authority will merge to form the new Policing and Community Safety Authority. While this transition was due to occur in January 2025, the Act has not yet commenced. It is expected that this will now take place in quarter one of 2025.

Acknowledging the importance and relevance of human rights to its work, the Inspectorate has developed an action plan for 2025 that reflects its current role and the transition into the Policing and Community Safety Authority.

| Public Sector Duty Strategic Action Plan 2025 | |
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| 1. | The Inspectorate will continue to review organisational policies to ensure alignment with the principles of fairness, equality and non-discrimination. |
| 2. | To ensure the Inspectorate's work remains human rights-focused, Section 42 Public Sector Human Rights Duty will remain a standing agenda item at monthly Executive Team meetings. |
| 3. | The Inspectorate will continue to attend An Garda Síochána's Strategic Human Rights Advisory Committee (SHRAC) meetings in 2025. |
| 4. | The Inspectorate will continue to explore learning and development opportunities which would enhance staff's understanding and awareness of human rights, equality, diversity and inclusion. This includes ensuring any external staff who assist with the Inspectorate's inspection-related work in 2025 have completed the IHREC Equality and Human Rights in the Public Service course. |
| 5. | The Inspectorate recently provided feedback to An Garda Síochána on the development of its new Human Rights Strategy. The Inspectorate will continue to promote human rights issues encountered through its work with An Garda Síochána. |
| 6. | The Inspectorate will continue to work with the Policing Authority on the implementation of the recently developed Human Rights Framework. |

Appendix A

Human Rights Screening of Inspectorate Policies, Procedures and Guidance Documents

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|----------------------------|--|
| Document reviewed | |
| Date of review | |
| Reviewed by | |
| Amendments required | |
| Approved by | |

Checklist

| | Question | Yes/No | Comment (if necessary) |
|---------------------------------------|---|---------------|-------------------------------|
| Promotion of Human Rights | Does the document promote human rights? (Consider ECHR Articles on page 2) | | |
| Interference with Human Rights | Does anything in the document interfere with human rights? (Consider ECHR Articles on page 2) | | |
| | If so can any action be taken to mitigate it? | | |
| Legality | Does the document set out the legal basis for any action or direction? | | |
| Necessity | Are the actions or directions strictly necessary or specified if optional? | | |
| Proportionality | Are the actions or directions proportionate to the aim of the document? | | |

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|--|---|--|--|
| Accountability | Does the document have an owner, details of who to contact about it, a requirement for compliance with it? | | |
| Equality and Non-Discrimination | Does the document consider and address equality issues? (Consider Equality Discrimination Protected Grounds on page 2) | | |
| | Is there potential for any group of people to be discriminated against? | | |
| | If so can any action be taken to mitigate it? | | |
| Accessibility | Is the document easy to read and understand? | | |
| | Has consideration been given to visual elements such as font and colour? | | |
| | If included on the website, have accessibility checks been completed to ensure it can be easily accessed? | | |
| Transparency | Can this document be made publicly available? | | |

Context

To ensure that the Inspectorate meets its obligations under section 42 of the Irish Human Rights Equality Commission Act 2014, it has put in place a process to screen its policies and procedures in order to ensure that human rights standards are met and that the human rights principles of legality, necessity, proportionality, accountability, equality and non-discrimination underpin their application.

The rights of internal staff and external individuals and groups should be considered when completing this template and reviewed documents should include the following statement:

To ensure that the Inspectorate meets its obligations under section 42 of the Irish Human Rights Equality Commission Act 2014, this document has been screened to ensure that human rights standards are met and that the principles of legality, necessity, proportionality, accountability, equality and non-discrimination underpin the application of the document. This certifies that human rights and equality issues are fully considered in all Inspectorate policies and procedures.

Summary of Key Rights

European Convention on Human Rights

- Article 2- Right to life
- Article 3- Prohibition of torture
- Article 4- Prohibition of slavery and forced labour
- Article 5- Right to liberty and security
- Article 6- Right to a fair trial
- Article 7- No punishment without law
- Article 8- Right to respect for private and family life
- Article 9- Freedom of thought, conscience and religion
- Article 10- Freedom of expression
- Article 11- Freedom of assembly and association
- Article 12- Right to marry
- Article 13- Right to an effective remedy
- Article 14- Prohibition of discrimination

Equality Discrimination Protected Grounds

- Age
- Civil Status

- Disability (including physical, intellectual, learning, cognitive, emotional or medical conditions)
- Family Status
- Gender
- Housing Assistance Payment
- Membership of the Traveller Community
- Race (colour, nationality or ethnic or national origins)

Additional Guidance and Information

The Irish Human Rights and Equality Commission [website](#) provides further information regarding equality and discrimination.