

Public Sector Equality & Human Rights Duty

The Public Sector Equality and Human Rights Duty ^[1] to have regard to the elimination of discrimination, promotion of equality and protection of human rights applies to all the functions of a public body. As such it applies in our management of the Community Climate Action Programme, and in our 'ask' of funded organisations and groups under the programme.

The identified groups for the Duty are:

- those groups covered by the nine protected grounds under equality legislation: gender (including gender expression, gender identity and sex characteristics); civil status; family status (including lone parents and people with caring responsibilities); age; disability (including mobility, sensory, and intellectual disabilities, mental health issues, and chronic illness); sexual orientation; race (encompassing skin colour, nationality and ethnic origin); religion (any or no religious belief), and membership of the Traveller community;
- those groups at risk of or experiencing poverty and social exclusion, the ground of 'socio-economic status'; and
- rights holders under the various international human rights instruments.

The priority equality and human rights issues that face these identified groups and that are relevant to the Community Climate Action Programme have been identified as:

- Discrimination, systemic and individual in accessing services
- Failure to make reasonable accommodation and adapt for specific needs in employment and in service provision
- Unwelcoming environments and service provision settings
- Lack of outreach to the identified groups
- Lack of targeting and positive action to directly address the disadvantage of the identified groups
- Lack of opportunities to have a say and participate in consultations and in decision-making processes.

The application form seeks information on possible good practices that are pursued by the funded organisations and groups, to address some or all of these equality and human rights issues. The marking system gives marks to applications where this information is provided, under the headings of partnership approach and governance arrangements.

^[1] [Section 42](#), Irish Human Rights and Equality Commission Act 2014.