



What is the Public Sector Duty?



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission

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Introduction to Public Sector Duty Project

Public Sector
Equality
and Human
Rights Duty

Eliminating discrimination, promoting
equality and protecting human rights

 November 2017



Inclusion Ireland got money from the Irish Human Rights and Equality Commission for this project on the Public Sector Duty.



A steering committee of 6 people with intellectual disabilities was picked for the project. This committee helped plan and carry out the project.



Training was given to 11 people with intellectual disabilities on the Public Sector Duty. They also did training on how to give a workshop.



The trainers did 5 workshops around the country with people with intellectual disabilities on the Public Sector Duty.

Participants in the Public Sector Duty project



Orla O'Reilly

I am from Dublin. I have been involved with Inclusion Ireland over the last year and have really enjoyed my time. I speak on the rights of people with intellectual disabilities and relationships a lot as well.



Tamara Byrne

I live in Kildare and went to college in Maynooth University. I graduated from college last year, which I was really excited about. I love drama and talking about the rights of people with disabilities.



Liam Cornally

I am from Tullamore. I do a lot of training, especially on what intellectual disability is. I also do some work in a special class in Tullamore. I think accessibility is important for people with disabilities.

Participants in the Public Sector Duty project



Noreen O'Driscoll

I am from Cork. I am part of an advocacy committee in my service in Cope. I have a lot of experience of being a self-advocate. This project was good experience.



Brian Hogan

I am from Clare. I like doing research work on human rights in the Limerick Institute of Technology and the University of Limerick.



Muireann Murray

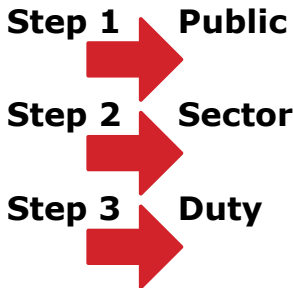
I am from Roscommon. I go to a centre in Athlone and I sit on an advocacy committee. I work in childcare in a playschool.

What this book is about



This book gives you information on the Public Sector Duty.

In this book we will explain what public services are. We will explain what public services must do because of the Public Sector Duty.

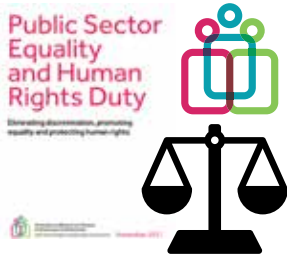


We will explain the different steps that public services must take to make services better for people with disabilities because of the Public Sector Duty.



We will explain how people with disabilities can use the Public Sector Duty to stand up for their rights.

What is the Public Sector Duty?



The Public Sector Duty is an Irish law. It says that public services must protect and respect human rights and equality.

Public services must:



1. Stop discrimination from happening. Discrimination is when people with disabilities do not get the same chances to take part.



2. Make sure people using public services and their staff are treated the same as everyone else.

Our human rights



3. Protect and respect the human rights of staff and people using public services.

What is a public service?

Government Money



A public service is a service for everyone that is paid for by the government.



Government departments, the HSE, county councils, universities, and Education and Training Boards are all public services.



Other examples of public services are post offices, health centres, hospitals, libraries, public parks, schools, colleges, and the Gardai.



The Public Sector Duty only covers public services. The duty does not cover private services like taxis, shops, restaurants and hairdressers.

What people with disabilities should expect from public services



People with disabilities should be working in public services. The government says that 3 out of 50 staff should be people with disabilities.



Public services should make their buildings easy to get into. The building should also be easy to move around for people with disabilities.



Public services should give information in easy to read. This makes it easy for people to understand what the service does and what their rights are.



Public services should train their staff in plain English to support people in using their service when they need to.

What must public services do?

Step 1

Public Sector Duty Law



The Public Sector Duty is an Irish law. It says that public services must take steps to make their services better for all people. This is important for people with disabilities as well.

Step 1 of Public Sector Duty - Check



First public services must check to see if there are any problems in their service. They should talk to people with disabilities about what these problems are.



Public services can look at their complaints to see what the main problems are. They can check if there is any discrimination in their service against people with disabilities.



They can check if there is any discrimination in their service against people with disabilities.

What must public services do?

Step 2



Step 2 of Public Sector Duty - Plan

Public services must meet with people with disabilities to hear their ideas on how to fix any problems.



Public services should write a plan on how to fix the problems. The plan must be easy to read.



Public services should set up a group that includes people with disabilities. This group could plan how to make sure the public service is following the rules of the Public Sector Duty.



Public services must give training to their staff on human rights and equality as part of the Public Sector Duty.

What must public services do?

Step 3



Step 3 of Public Sector Duty - Report

Public services must look at their plan to see if all the actions were taken. They can check to see if changes were made for people with disabilities and how they are working.



Public services should write a report every year. It should tell the public how to make services better for people with disabilities. This should be easy to read.



Public services should check again with people with disabilities to see if there are any other problems.

Why is the Public Sector Duty important?



It makes it easier for people with disabilities to stand up for their rights. It is good for everyone.



There would be less discrimination against groups of people like people with disabilities, Travellers and race.



It makes access to public services like health, housing, education and transport more equal for everyone.



Public services would have plans where people with disabilities were included from the start.

What can you do?



Tell staff in public services about the Public Sector Duty. Tell them about this guide.



If you see a problem in a public service, you can make a complaint. This is your right. When you complain you can tell the service about the Public Sector Duty.



You can do a review of a local public service using the easy to read questionnaire that comes with this book.



You can tell your friends about the Public Sector Duty. Many people don't know about it!

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This Easy to Read guide was proof-read for its accessibility by people with disabilities.



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