

# **Pilot Project Public Duty**

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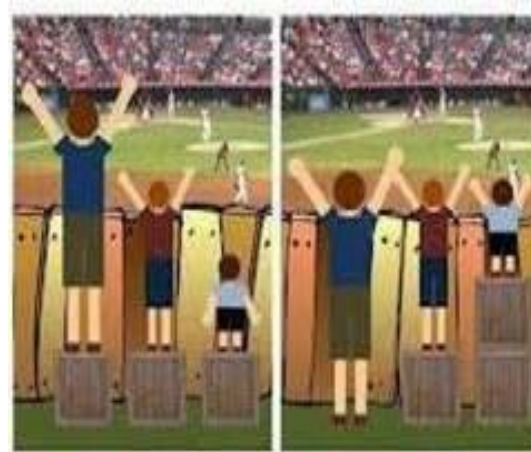


**OUR TALE OF  
TWO COUNTIES  
MONAGHAN 1955 • MONAGHAN 2015  
A CHANGING SOCIETY**

# EQUALITY LAW

## EQUALITY

Doesn't mean treating everyone the same, equality recognises that some people need different supports in order to participate in society in the same way as others.



# What are Human Rights ?

- Every person who lives, works in and visits county Monaghan is entitled to the same protection from human rights violations and elimination from discrimination.
- Every member of staff regardless of race, gender or age is entitled to the same protection from human rights violations and elimination from discrimination

# Monaghan County Council Equality & Human Rights



- **Social Inclusion** is a core value in our Corporate plan, we were the first county council to do this ■

- **Disability Act 2005**

- Accessible parking
- Accessible Pedestrian crossing
- Accessibility in Procurement
- Accessible playgrounds

## **Social Inclusion Unit**

- Guidelines and training

- **Refugee Resettlement Programme**

- Model of good practice at the United nations

# Monaghan County Council Equality & Human Rights



- **Social Inclusion Week** we lead an annual week long programme of events promoting equality.
- **Age Friendly Programme**
  - Communication policy
  - Customer services
  - Community consultation**
    - Accessible inclusive consultation –*County Development plan*
- **Monaghan Library service**
  - Autism friendly hours
  - Disability lending toolkit
- **Monaghan Sports partnership**
  - Social inclusion sports officer
  - Disability officer

# Monaghan County Council Equality & Human Rights



- **Register of Electors**

- Accessible polling stations, and clear information on registering to vote

- **Housing**

- Social worker dedicate to most vulnerable

- Easy to read tenant's handbook

- **Human Resources**

- Dignity at work

- Employment Equality Act

# Process undertaken to Date

- Presentation to SMT
- Working group has cross directorate representation
- Working group has explored the human rights and equality values relevant to Monaghan County Council
- Working group has begun assessment process of the human rights and equality issues relevant to functions of Monaghan County Council



# What does Equality mean in MCC?



## Dignity

Respect and care between customers and staff

## Equality and Non-Discrimination

Equal treatment and promoting equality of opportunity and respect for diversity

## Inclusion and diversity

Cultural awareness and understanding of the situation, experience and identity of people from particular groups

## Fair Practice

Ensuring fairness is central to policies and practices

# Where does Equality sit in MCC?

- Employment
- Service Delivery
- Policy Making and Implementation
- Procurement and Budget Decision Making