

# Roundtable for Regulatory and Oversight Bodies

## Implementing the Public Sector Equality and Human Rights Duty

Wednesday 27th of November 2019



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

# Roundtable for Regulatory and Oversight Bodies

## Implementing the Public Sector Equality and Human Rights Duty

Wednesday 27th of November 2019

9.30am to 12.30pm (registration at 9.00am)

Irish Human Rights and Equality Commission Offices, 16-22 Green Street, Dublin 7

<b>09:00</b>	<b>Registration and Refreshments</b>
<b>09:30</b>	<b>Welcome and Introduction</b> <ul style="list-style-type: none"><li>• <b>Colm O'Dwyer SC</b>, Irish Human Rights and Equality Commission Member</li></ul>
<b>09:40</b>	<b>Implementing the Public Sector Equality and Human Rights Duty</b> <ul style="list-style-type: none"><li>• <b>Jacqueline Healy</b>, Public Sector Duty Manager, Irish Human Rights and Equality Commission</li></ul>
<b>10:10</b>	<b>Implementing the Public Sector Equality and Human Rights Duty:</b> The Experience of an Inspectorate in the UK <ul style="list-style-type: none"><li>• <b>HMI Wendy Williams</b>, HM Inspector of Constabulary and HM Inspector of Fire &amp; Rescue Services</li></ul>
<b>10:40</b>	<b>Q &amp; A</b>
<b>11:00</b>	<b>Coffee Break</b>
<b>11:15</b>	<b>Implementing the Public Sector Equality and Human Rights Duty:</b> The Experience of an Oversight Body in Ireland <ul style="list-style-type: none"><li>• <b>Elaine Cassidy</b>, Director General, Office of the Ombudsman</li></ul>
<b>11:45</b>	<b>Q &amp; A</b>
<b>12:00</b>	<b>Roundtable Discussion</b>
<b>12:30</b>	<b>CLOSE &amp; LUNCH</b>

## Implementing the Public Sector Equality and Human Rights Duty Regulatory and Oversight Public Bodies

This roundtable event is aimed at senior staff of regulatory and oversight bodies', to assist in building understanding of the statutory obligation to implement the Public Sector Equality and Human Rights Duty (the Duty), share learning in Ireland and internationally, and explore ways to support compliance with the Duty through the multiplier effect that regulatory and oversight bodies can provide.

Public bodies in Ireland have a responsibility to take account of equality and human rights when carrying out their daily work. This is reflected in the Duty, a statutory obligation set out in Section 42 of the Irish Human Rights and Equality Commission Act 2014. The Duty places a legal obligation on public bodies, including regulatory and oversight bodies, in the performance of their functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and protect the human rights of staff and service users.

The Duty provides an important opportunity for regulatory and oversight bodies to enhance outcomes for staff and members of the public, by building on good practice and embedding equality and human rights into their functions and processes. For example, guidance, standards, indicators, inspections and decisions.

There is great potential for regulatory and oversight bodies to adopt a leadership role in the implementation of the Duty and to incorporate human rights and equality as central aspects of how regulatory and oversight functions are carried out. This event will present opportunities to explore how to put the Duty at the centre of your own work and how to support mainstreaming it in the organisations you are working with, supporting compliance with the Duty.

The Duty requires public bodies to assess, address, and report on progress in relation to equality and human rights. The Irish Human Rights and Equality Commission has developed a guidance to support public bodies to implement the Duty, which was published in March 2019. For more information see [www.ihrec.ie/our-work/public-sector-duty](http://www.ihrec.ie/our-work/public-sector-duty)

## Event Speakers



**HMI Wendy Williams,**  
HM Inspector of Constabulary  
and HM Inspector of Fire  
& Rescue Services

Wendy Williams was appointed Her Majesty's Inspector at HMIC (now HMICFRS) in March 2015. She is responsible for 13 police forces covering the Midlands, Wales and South West. In July 2017 her role was extended to include the inspection of fire and rescue services across 11 areas in the Western region. She is also the lead for HMICFRS's Criminal Justice and Joint Inspection portfolio and is committed to increasing diversity and inclusion in policing.

In 2018, the Home Secretary appointed Wendy to lead the Windrush Lessons Learned Review, alongside her HMICFRS responsibilities.

Previously, Wendy was a partner in a defence firm. She also held senior positions in the CPS including Chief Crown Prosecutor (CCP) for Northumbria and the North East.



**Colm O'Dwyer SC,**  
Irish Human Rights and  
Equality Commission  
Member

Colm O'Dwyer SC is an Irish barrister (Senior Counsel) who specialises in human rights, asylum, immigration and public law. He was educated at Trinity College Dublin and the King's Inns and was called to the Bar of Ireland in 1997. He regularly pleads before the Superior Courts in Ireland and has appeared for the applicants/plaintiffs in a number of significant and frequently cited cases in the areas of asylum, protection, citizenship, E.U. and immigration law.

Colm is a former member of the Bar Council and was the first chair of the Bar of Ireland Human Rights Committee. He is currently chair of the non-governmental organisation, Ruhama, which assists and supports women affected by prostitution and victims of trafficking.



**Elaine Cassidy,**  
Director General, Office  
of the Ombudsman

Elaine Cassidy worked in the multinational IT sector for 15 years in an international management role, before joining the public service in 2008, as Head of Equal Status and Head of Mediation at the Equality Tribunal.

Following this, Elaine joined the Department of Enterprise, Jobs and Employment to oversee the enactment and commencement of the Companies Act 2014 and related statutory instruments. She then became Deputy Financial Services and Pensions Ombudsman at the FSPO, which is part of the consumer protection framework in Ireland. Elaine holds a Master's in Public Policy from UCD, completed the Law Society FE1 Exams and is a qualified Adjudicator, a certified Mediator and a member of the Mediators Institute of Ireland. She also holds an LLB in Law from DIT and a BA in International Marketing and Languages from DCU.

Currently Elaine is the Director General of the Offices of the Ombudsman, Information Commissioner, Commissioner for Environmental Information, Commission for Public Service Appointments, Referendum Commission and Standards in Public Office Commission.



**Jacqueline Healy,**  
Public Sector Duty Manager,  
Irish Human Rights and  
Equality Commission

Jacqueline Healy is Public Sector Duty Manager with the Irish Human Rights and Equality Commission since February 2019 and has been with the Commission since May 2017.

Before joining the Commission, Jacqueline worked in senior roles in the non-governmental sector with organisations focused on gender, migration, anti-racism and interculturalism, both in Ireland and overseas. Jacqueline has a Degree in Law and History and a Masters Degree in Human Rights and Democratization.