



Comhairle Contae  
Ros Comáin  
Roscommon  
County Council

# PUBLIC SECTOR DUTY ASSESSMENT

Published December 2025

## THE CONSULTATION

As part of the preparation of Roscommon County Council's Corporate Plan 2024–2029, an online public consultation process was undertaken to inform the development of the Plan and to ensure that a wide range of perspectives including those relating to equality and human rights were captured. The consultation was open to members of the public, Roscommon County Council staff, and elected members.

The consultation period ran from 7<sup>th</sup> October to 27<sup>th</sup> October 2024, during which a comprehensive promotional campaign was carried out to maximise participation and accessibility. The consultation was advertised across multiple channels, including social media platforms, local print media, the Roscomms App, the Council's intranet, and direct email notifications issued to all staff and elected members. Notifications were also circulated through the Public Participation Network (PPN) and the Local Community Development Committee (LCDC) to ensure broad community reach and representation.

In total, 34 submissions were received through the online consultation portal. While the consultation covered a wide range of themes relevant to the Corporate Plan, this report focuses specifically on the responses provided to questions relating to the Public Sector Equality and Human Rights Duty.

The analysis presented here outlines the key issues raised, identifies recurring themes, and highlights opportunities to further strengthen the Council's approach to equality, non-discrimination, and the protection of human rights in the provision of its functions and services.

**Q1. PUBLIC SECTOR EQUALITY AND HUMAN RIGHTS DUTY**

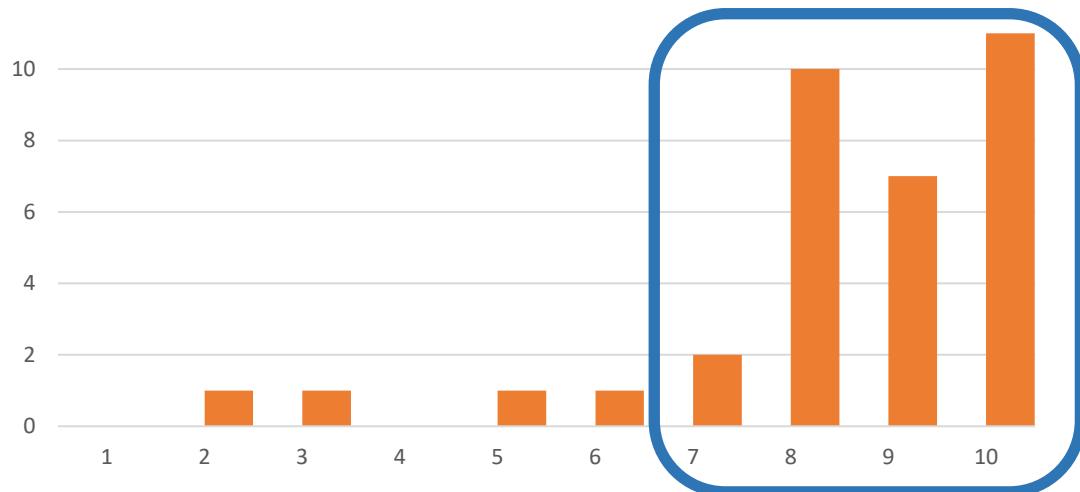
In accessing services provided by Roscommon County Council, how well do you consider that Roscommon County Council meets its obligations to prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans or using their facilities.

The nine grounds considered discriminatory in legal terms are as follows:

- Gender
- Civil status
- Family status
- Sexual orientation
- Religious belief
- Age
- Disability
- Race, colour, nationality, ethnic or national origins
- Membership of the Traveller community

**RESPONSE**

Please indicate below, 10 being completely satisfied and 1 being completely dissatisfied.



**88% of respondents (scale 7-10) responded with a high satisfaction level that Roscommon County Council meets its obligations to prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans or using their facilities.**

**Q2. COMMENTS IN RELATION TO THE ABOVE ANSWER**

| Respondent Feedback   | Roscommon County Council Response   |
|---|---|
| Improve access to digital services through website.   | Roscommon County Council is currently procuring professional services for the development of a new website. Web Content Accessibility Guidelines will be in scope in development of the new website.  |
| I think Ireland in general has a long way to go to embrace people of different nationalities in a meaningful way. We have not handled this well at national level. We also need to be creative about ways that we can provide opportunities for those who could contribute so much to our growth. | The Local Authority Integration Team in Roscommon County Council is committed to encouraging a cohesive and inclusive community by supporting the integration of new residents into the social, cultural, and economic fabric of Roscommon. We work collaboratively with local organisations, community groups, educational institutions, and government agencies to ensure that every individual feels welcomed and valued. Our main aim is to focus on empowering individuals to ultimately live independently in communities across Roscommon. |

**Q3. HAVE YOU ANY COMMENTS ON HOW ROSCOMMON COUNTY COUNCIL COULD IMPROVE OUR CORPORATE PLAN IN RELATION TO THE EQUALITY AND HUMAN RIGHTS ISSUES RELEVANT TO OUR PURPOSE AND FUNCTIONS, IN A MANNER THAT IS ACCESSIBLE TO THE PUBLIC?**

| Respondent Feedback  | RCC Response  |
|--|---|
| Improve provision of accessible services online.   | Roscommon County Council is currently procuring professional services for the development of a new website. Web Content Accessibility Guidelines will be in scope in development of the new website.  |
| Seeking greater collaboration with ethnic and minority groups to reflect the Council's inclusive objectives and goals through increased engagement, using the models such as Africa and National Play Day. | <p>The Local Authority Integration Team in Roscommon County Council is committed to encouraging a cohesive and inclusive community by supporting the integration of new residents into the social, cultural, and economic fabric of Roscommon. We work collaboratively with local organisations, community groups, educational institutions, and government agencies to ensure that every individual feels welcomed and valued.</p> <p>Our main aim is to focus on empowering individuals to ultimately live independently in communities across Roscommon.</p> <p>The Social Inclusion Unit of Roscommon County Council ensures that the Council's services are fully accessible to all customers especially those people who may not have the same capacity to access our services and social inclusion is embedded into all plans and policies of the Council.</p> |

| Respondent Feedback   | RCC Response   |
|---|--|
|   | <p>Other responsibilities of the Social Inclusion Unit include:</p> <ul style="list-style-type: none"> <li>• Support the roll-out of activities for National Recreation Week and National Play Day.</li> <li>• Administration of Roscommon Traveller Interagency Group</li> <li>• Social Inclusion Week</li> <li>• Science Week</li> </ul>   |
| Yes, do not forget our own citizens when talking about equality.  | Roscommon County Council is committed to achieving equality of access to all its services, to assist individuals to participate in their community and society, to encourage the contribution of all persons to the social and cultural life of the county irrespective of resources or ability.   |
| In terms of Disability - Mental health services are underfunded.  | Mental Health Services are under the remit of the HSE.   |
| In terms of accessibility, practical measures could be taken around holding clinics in the community (away from Aras Chontae) to meet "people where they are at". More efforts could be made at translating information. The website could be enhanced to have different languages. | <p>Roscommon County Council endeavours, where possible, to offer meetings both in physical locations across the county, and also online to provide better accessibility.</p> <p>Roscommon County Council is currently procuring professional services for the development of a new website. Web Content Accessibility Guidelines will be in scope in development of the new website. The new website will be enabled for easier translation.</p> |

**APPENDIX 1****Extract from Roscommon County Council Corporate Plan 2024-2029****Public Sector Human Rights and Equality Duty**

The Public Sector Equality and Human Rights Duty (the Duty) is contained in Section 42 of the Irish Human Rights and Equality Commission Act 2014.

The Duty places a statutory obligation on Roscommon County Council to have regard to the need to eliminate discrimination, promote equality of opportunity and protect the human rights of our staff, customers, service users and everyone affected by our policies and plans.

As part of our plan making process, our local authority has conducted an assessment of our responsibilities under this Duty, evaluating the human rights and equality issues relevant to our functions and purpose. We identified specific actions that our organisation is currently implementing or intends to take to address these issues. These human rights duty actions are integrated into the 'supporting strategy and activities' outlined in our Plan. The ongoing implementation of the Duty, across all of our functions will underpin and drive a rolling assessment of equality and human rights issues across the various units of the Council. This, in turn, will enable the development of operational procedures to incorporate actions adequate to address the equality and human rights issues assessed. We will monitor and report on the progress made in addressing the identified issues through our Annual Report.

Roscommon County Council has conducted and published on our website an assessment of the human rights and equality issues we believe to be relevant to our organisations functions and purpose. We have put in place policies, plans and actions to address these. These are set out in Appendix 4.

## Appendix 4: Public Sector Human Rights and Equality Duty Actions

| Areas to which Human Rights and Equality considerations apply  | Plans and policies to address these issues including:  |
|--|--|
| Local Authority Plans and Policies   | Embed equality and human rights in all future strategic plans and policies of the organisation   |
| Social inclusion   | Maintain a clear focus on social inclusion in conjunction with other agencies and promote universal access for all in the delivery of services and infrastructure, targeting supports towards hard to reach and disadvantaged communities through the Social Inclusion Community Activation Programme via the LCDC |
| Assess requirements for disabled people, to enable them to have equal opportunities to apply for housing support services                                      | Work with stakeholders to implement the National Housing Strategy for Disabled People 2022-2027  |
| Assessment of Human Rights and Equality considerations on our staff, customers, service users and everyone affected by our policies and plans                  | Publish updates to Human Rights and Equality assessments and address through associated policies, plans and actions  |
| Accessibility, Universal Design and Reasonable Accommodation of disabled people for employees and visitors to Roscommon County Council                         | Implement approved action plan to address accessibility barriers   |
| Promotion and support of human rights and equality principles as they apply to staff, customers, service users and everyone affected by our policies and plans | Ongoing training and review of relevant policies to ensure equality of opportunity for all   |
| Ensure that appropriate policies are developed and a strategic framework is put in place to meet the accommodation needs of older people                       | Continue to oversee and support the implementation of the actions relating to housing for older people within Housing for All in Roscommon   |
| Assess the provision of services to People with Disabilities   | Address service requirements   |
| Ensure that the housing needs of the Traveller Community are met   | Implement the recommendations of the Traveller Accommodation Expert Review report  |