

KCETB Public Sector Duty Report for 2025



The Duty requires KCETB to:

Eliminate discrimination

Promote equality of opportunity and treatment

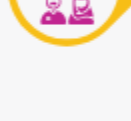
Protect the human rights of learners, staff, and the public in how services are delivered and functions performed

1

Assess - Carry out an assessment of equality and human rights issues, relevant to the functions of the public body.



By engaging with the Irish Centre for Diversity and achieving the Investors in Diversity Bronze accreditation, KCETB demonstrates compliance with the Public Sector Duty requirement to Assess equality and human-rights issues relevant to its functions.



These actions collectively involve an organisation-wide assessment of how current practices impact fairness, respect, equality, diversity, inclusion and engagement (FREDIE) within its services and workforce.



The Bronze accreditation process requires organisations to review and evidence their equality, diversity and inclusion (EDI) policies, ensure effective communication of these policies to all staff, and provide D&I training for senior leaders.



Through this structured assessment framework, KCETB identifies **strengths**, gaps and **areas for development** in relation to embedding **equality and human rights** across its **educational and training services**.



This aligns directly with the statutory requirement for public bodies to **examine** how their functions affect **people's rights** and **equality outcomes**, ensuring KCETB's policies and practices are informed by **evidence**, **reflective of diverse needs**, and positioned to **support continuous improvement**.

2

Address - Identify the actions/policies/plans the public body propose to take to address the equality and human rights issues identified during the assess step.

KCETB fulfils the **Public Sector Duty** requirement to Address equality and human-rights issues by taking **targeted, structured actions** that **directly respond** to the **findings** identified during its equality and inclusion assessment.



These steps ensure that identified gaps in **fairness, respect, equality, diversity, inclusion and engagement** (FREDIE) are actively addressed through **organisation-wide policy** development and leadership capacity building.



As part of the **Investors in Diversity Bronze accreditation**, organisations must implement concrete measures such as **establishing** appropriate **Diversity & Inclusion (D&I)** policies, **communicating** these policies effectively to all staff, and **delivering D&I training** for senior leaders.



KCETB also demonstrates practical action through its **inclusive activities** throughout the year, as outlined below. Together, these policy-level and programme-level actions show that KCETB not only **assesses equality and human-rights impacts** but also **actively develops and implements** plans that respond to identified issues, thereby meeting the Public Sector Duty requirement to **Address**

3

Report - Report on progress made under the Assess and Address steps in your organisation's annual report in a manner that is accessible to the public.



Activities that Promote Equality & Learner Voice

KCETB Outcome	Alignment With Public Sector Duty
Senior Schools Debating Competition (12 schools)	Promotes equality of participation, learner voice, confidence-building, and democratic engagement . Supports human rights to education and expression .
Learner Voice Forum (Carlow)	Directly advances the Duty by embedding learner participation in decision-making , respecting dignity , and ensuring equality of voice across diverse learner groups.
Pastoral/Care Teams in all schools	Protects learners' rights to safety, wellbeing, and dignity . Ensures equitable access to support .
400 hours wellbeing provision for all students	Promotes equality of access to wellbeing supports and protects the right to health and education .

Activities that Build Staff Capacity in Equality, Inclusion & Human Rights

KCETB Outcome	Alignment With Public Sector Duty
Annual Teach Meet (300+ participants)	Promotes equality by sharing inclusive teaching practices and improving quality of education for all learners.
Refresher in Magenta Principles	Supports inclusive pedagogy and equitable learning experiences .
Refresher in Restorative Practices	Protects human rights by promoting fair, respectful, non-punitive approaches to conflict .
SENCO Community of Practice	Eliminates discrimination by strengthening supports for learners with additional needs.
ETBI e-learning module on Social Class, Racial & Ethnic Diversity	Builds staff awareness to eliminate discrimination and promote equality .
75 staff completed IHREC Public Sector Duty module	Directly strengthens KCETB's capacity to meet statutory obligations.
Adult Safeguarding training	Protects human rights of vulnerable adults and ensures safe service delivery .
Governance, EDI, Employment Law, FOI, GDPR, Bullying at Work, Cybersecurity training	Protects rights of staff and learners ; ensures compliance with equality, privacy, and safety obligations .

Activities that Advance Inclusion, Diversity & Anti-Discrimination

KCETB Outcome	Alignment With Public Sector Duty
Irish Centre for Diversity workshop on Inclusive Leadership	Strengthens leadership capacity to eliminate discrimination and embed equality in organisational culture.
KCETB Bronze Accreditation (Irish Centre for Diversity)	Demonstrates measurable progress in equality, diversity, and inclusion —evidence of Duty implementation.
English language provision for IRPP learners	Promotes equality of access to education and supports the rights of international protection applicants .
Research on unmet literacy needs (CIF-funded)	Identifies systemic barriers and informs actions to eliminate discrimination and promote equal access to services .

Activities that Expand Access, Pathways & Opportunities

KCETB Outcome	Alignment With Public Sector Duty
Accounting Technician Apprenticeship with 14 employers	Promotes equality of opportunity by expanding pathways and reducing socioeconomic barriers .
Annual Guidance Counsellor Event	Ensures equitable access to information on education and training pathways .
Tertiary degree in ICT (College of FET Kilkenny)	Promotes equality by widening access to higher education and addressing digital inclusion .
Apprenticeship EXPO (full capacity)	Supports equal access to employment pathways and reduces structural barriers .

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