



# KCETB Public Sector Duty Implementation Plan 2026



This Strategic Goals document for the KCETB Equality, Diversity and Inclusion (EDI) Working Group reflects our commitment to the statutory responsibilities under the Public Sector Human Rights and Equality Duty as set out in Section 42 of the Irish Human Rights and Equality Commission Act (2014). It outlines a cohesive set of goals, objectives and actions to advance a values-based, inclusive culture across all areas of the organisation.

<b>Goal</b>	<b>Objective</b>	<b>Action</b>	<b>KPIs for Inclusive Practice in KCETB</b>	<b>Status</b>	<b>Target Quarter</b>	<b>Target Month</b>
<b>Governance</b>	Appoint PSD Champion	Assign a senior KCETB staff member to champion PSD implementation across all services.	PSD Lead appointed by Q4 2025	Complete	QTR 4 2025	Oct-25
<b>Governance</b>	Establish a PSD Steering Group	Include reps from Further Education and Training (FET), Schools, Youth Services, HR, and Corporate Services. Ensure representation from both Kilkenny and Carlow regions.	Steering group formed	Complete	QTR 4 2025	Nov-25
<b>Governance</b>	Board-Level Engagement	Deliver PSD briefings to KCETB Board members. Include PSD as a standing item in governance meetings.	PSD included as agenda item for 100% of board meetings annually	Not Started	QTR 1 2026	Feb-25
<b>Assessment of Equality and Human Rights</b>	Conduct a Baseline Audit of Policies	Engage The Centre for Diversity to review KCETB policies (e.g., admissions, recruitment, learner supports) for equality and rights compliance.	100% of core policies reviewed by Q2 2026	Complete	QTR 4 2025	Mar-26

<b>Assessment of Equality and Human Rights</b>	Conduct a Baseline Audit of Existing staff demographics	Review profile of staff from disability returns etc	Staff diversity baseline report published	Not Started	QTR 3 2026	May-26
<b>Assessment of Equality and Human Rights</b>	Conduct a Baseline Audit of Existing learner demographics	Review profile of learner from PLSS for FET	Learner diversity baseline report published	Not Started	QTR 3 2026	Sept-26
<b>Assessment of Equality and Human Rights</b>	Update Policies with PSD Lens	Add equality and human rights statements to all revised policies. Include anti-discrimination clauses in procurement contracts and service agreements	100% of revised policies include PSD lens	Not Started	QTR 2 2026	Jun-26
<b>Assessment of Equality and Human Rights</b>	Engage Stakeholders	As part of the strategic planning process, consult learners, staff, parents, and community groups (e.g., Carlow Integration Forum, Kilkenny Traveller Community Movement). Use surveys and focus groups to identify barriers and opportunities.	2 consultation events held in 2026	Not Started	QTR 2 2026	Jun-26
<b>Action Development</b>	Embed PSD in KCETB Strategy	Align with KCETB's Statement of Strategy and annual report. Include PSD goals in School Self-Evaluation and FET Service Plans	PSD goals embedded in 100% of service plans	Not Started	QTR 4 2026	Dec-26
<b>Action Development</b>	Embed UDL in KCETB Strategy	Include UDL principles explicitly in KCETB's education policies, strategic plans, and quality assurance frameworks.	UDL embedded in 100% of service plans	Not Started	QTR 4 2026	Dec-26

<b>Action Development</b>	Inclusive Practice in Education & Training	Audit teaching materials for bias and representation. Create a checklist for tutors and teachers to apply inclusive principles when designing or updating content. Collect feedback, track learner engagement, and publish a short report with examples of improved practice.	50% of tutors using inclusive checklist	Not Started	QTR 4 2026	Oct-26
<b>Action Development</b>	Curriculum Review Inclusivity	Promote inclusive content (e.g., Traveller history, LGBTQ+ rights, disability awareness) UDL.	10+ modules revised to include inclusive themes	Not Started	QTR 4 2026	Oct-26
<b>Action Development</b>	Curriculum Review UDL	Conduct a systematic review of existing curricula, teaching resources, and assessments using UDL guidelines.	10+ modules revised to include inclusive themes	Not Started	QTR 4 2026	Oct-26
<b>Action Development</b>	Learner Support Enhancements	Introduce universal design principles in classrooms. Expand access to assistive technologies and reasonable accommodations.	100% of centres offer reasonable accommodations	Not Started	QTR 4 2026	Nov-26
<b>Action Development</b>	Targeted Outreach	Run campaigns to increase participation from underrepresented groups (e.g., women in apprenticeships, migrants in adult education).	An outreach campaign run annually	Not Started	QTR 3 2026	Sept-26

<b>Training and Capacity Building</b>	Deliver PSD Training to staff	For staff, including school principals, tutors, and administrative teams. Include modules on unconscious bias, inclusive teaching, and human rights.	20% staff trained	Not Started	QTR 4 2026	Dec-26
<b>Training and Capacity Building</b>	Deliver PSD Training to PSD Steering Group	Level 8 Special Purpose Award in Building Capacity and Enhancing Public Sector Duty	All staff involved in steering group trained	Not Started	QTR 2 2026	May-26
<b>Training and Capacity Building</b>	Deliver PSD Training to interview boards	For interview board members on unconscious bias	50% interview board members trained	Not Started	QTR 4 2026	Dec-26
<b>Training and Capacity Building</b>	Specialist Workshops	Host sessions on trauma-informed education, intercultural competence, and gender identity.	2 specialist workshops delivered annually	Not Started	QTR 2 2026	May-26
<b>Training and Capacity Building</b>	PSD Induction Module	Include PSD awareness in onboarding for new staff and tutors.	100% new staff complete PSD induction	Not Started	QTR 2 2026	Jun-26
<b>Training and Capacity Building</b>	Learner Voice Initiatives	Establish learner councils in FET centres and Youthreach to raise equality issues.	FET Learner Engagement Forum established in QTR 3 2026	Not Started	QTR 3 2026	Oct-26
<b>Training and Capacity Building</b>	Feedback Mechanisms	Create anonymous feedback channels for learners and staff to report PSD-related concerns.	Feedback system live on staff portal and website by QTR 2 2026	Not Started	QTR 1 2026	Feb-26

<b>Training and Capacity Building</b>	Design Thinking Lab	Create a design thinking lab as design thinking is increasingly recognised as a vital approach for team meetings and planning in Ireland’s public sector because it aligns with the goals of inclusive, effective, and citizen-centred service delivery—core to the Public Sector Duty.	Design thinking hub open and leadership team trained.	Planned	QTR 1 2026	Feb-26
<b>Training and Capacity Building</b>	Commitment to UDL for Senior Leaders Digital Badge	Senior Leaders complete the UDL for Senior Leaders Digital Badge	50% leaders trained	Not Started	QTR 1 2026	Feb-26
<b>Training and Capacity Building</b>	Commitment to UDL for teaching staff Digital Badge	Teachers/Tutors/Educators complete the UDL Digital Badge	20% teachers trained	Not Started	QTR 1 2026	Feb-26
<b>Monitoring and Reporting</b>	Set KPIs	Track learner participation by gender, ethnicity, disability, and socio-economic background.	PLSS Dashboard live in QTR 1 with quarterly updates	Not Started	QTR 1 2026	Feb-26
<b>Monitoring and Reporting</b>	Set KPIs	Monitor complaints and feedback related to equality and rights.	Feedback Dashboard live in QTR 1 with quarterly updates	Not Started	QTR 2 2026	Apr-26
<b>Monitoring and Reporting</b>	Annual PSD Report	Publish progress in KCETB’s Annual Report and share with IHREC	Report submitted annually	Not Started	QTR 1 2026	Mar-26
<b>Monitoring and Reporting</b>	Continuous Review	Use feedback to refine actions and update the PSD plan annually	PSD plan updated annually based on feedback and progress	Not Started	QTR 1 2026	Mar-26

<b>Culture and Communication</b>	Celebrate Diversity	Organise events for Pride, Traveller Pride Week, International Women’s Day, etc	Diversity calendar of events in place	Not Started	QTR 1 2026	Jan-26
<b>Culture and Communication</b>	Inclusive Communications	Ensure signage, websites, and materials reflect diversity and use plain language.	Develop an inclusivity checklist for advertisements. 100% of public-facing materials reviewed for inclusivity	Not Started	QTR 1 2026	Feb-26
<b>Culture and Communication</b>	Support Staff Networks	Encourage peer support groups for LGBTQ+ staff, ethnic minorities, and people with disabilities.	Staff networks established by QTR 3 2026	Not Started	QTR 4 2026	Sept-26
<b>External Collaboration</b>	Partner with IHREC	Seek guidance and training support	Engage with IHREC annually	In Progress	QTR 1 2026	Mar-26
<b>External Collaboration</b>	Engage Local Organisations	Work in partnership with external agencies to support the region	Review of external committee representation conducted	In Progress	QTR 4 2025	Nov-25