

Equality, Diversity and Inclusion Policy

Version history

Version	Date Adopted	Facilitator	Note
1.0			

Document controls

Action	Responsibility
Approval of document	Secretariat and Plenary
Implementation	Secretariat, Plenary, Staff and Supervisory Working Group, Members
Review	Secretariat
Date of next review	

South Dublin County PPN Equality, Diversity and Inclusion Policy

1. Purpose

South Dublin County Public Participation Network (SDC PPN) is committed to promoting equality, valuing diversity and supporting inclusive participation across all of its work.

The purpose of this policy is to set out how SDC PPN seeks to ensure that people and groups across South Dublin County can participate meaningfully in PPN structures, processes and activities, and that barriers to participation are recognised and addressed where possible.

This policy focuses on participation, representation and engagement within SDC PPN. It does not replace or duplicate employment or HR policies, which sit with the host organisation.

2. Scope of this Policy

This policy applies to:

- ppn members and member groups
- ppn representatives
- members participating in ppn meetings, events, consultations and activities
- how sdc ppn designs and delivers its participation and engagement processes

This policy applies across all three PPN pillars:

- Community
- Social Inclusion
- Environment

This policy does not apply to employment matters, staff contracts or host organisation HR procedures.

3. What We Mean by Equality, Diversity and Inclusion

For the purposes of this policy:

Equality means ensuring fair access to participation and opportunity within SDC PPN.

Diversity means recognising and valuing the different experiences, backgrounds and perspectives of people and groups across South Dublin County.

Inclusion means creating participation processes and spaces where people feel welcomed, respected and supported to take part.

4. Commitment to Inclusive Participation

SDC PPN recognises that some individuals and groups may face barriers to participation.

these barriers may relate to, for example:

- social or economic exclusion
- disability
- ethnicity, nationality or migration status
- membership of the Traveller community
- language or literacy
- age
- gender or sexual orientation
- caring responsibilities
- geographic or transport barriers

This list is not exhaustive. SDC PPN recognises that barriers can change over time and may affect people in different ways.

5. Our Equality, Diversity and Inclusion Commitments

SDC PPN makes the following minimum commitments in support of equality, diversity and inclusion.

Inclusive access to participation

We will seek to ensure that PPN meetings, events and consultations are as accessible as reasonably possible.

This may include considering timing, location, format and accessibility needs when planning activities.

Inclusive and clear communication

We will aim to communicate in plain English and provide information in accessible formats where reasonably possible, so that people can understand and engage with PPN processes.

Fair and balanced participation across the three pillars

We will support equitable participation across the Community, Social Inclusion and Environment pillars, recognising the different perspectives and experiences each brings to the PPN.

Respectful and safe participation spaces

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We will promote respectful behaviour and inclusive engagement in all PPN spaces, including meetings, consultations and events.

Recognising and reducing barriers to participation

We will seek to identify barriers to participation and, where possible, take steps over time to reduce or remove them within available resources.

Learning and continuous improvement

We will reflect on feedback, experience and learning to improve how equality, diversity and inclusion are supported in PPN participation and engagement.

6. Roles and Responsibilities

Equality, diversity and inclusion is a shared responsibility within SDC PPN.

Staff are responsible for supporting inclusive participation in the planning and delivery of PPN activities and for implementing this policy in day-to-day practice.

The Secretariat has collective governance oversight of this policy and its implementation, including reviewing learning and identifying areas for improvement.

PPN members and representatives are expected to engage respectfully with others and to support inclusive participation within PPN structures and processes.

The host organisation is not responsible for implementing this policy, except where matters fall within its own procedures.

7. Relationship to Other Policies

This policy should be read alongside other SDC PPN policies, including:

- Code of Conduct
- Dignity and Respect Policy
- Complaints Policy
- Communications Policy

Concerns about behaviour or exclusion may be addressed through the Complaints Policy where appropriate.

8. Monitoring and Review

The Secretariat will keep this policy under review to ensure it remains relevant and effective.

Learning arising from participation, feedback or complaints may inform future improvements to how equality, diversity and inclusion are supported.

This policy will be reviewed periodically and updated where necessary.