



Youth Work Ireland Equality Policy  
*ensuring rights are a reality*



Youth Work Ireland

# **YOUTH WORK IRELAND EQUALITY POLICY**

*ensuring rights are a reality*

**By  
Youth Work Ireland**

**Drafted & Edited by  
Fran Bissett and Matthew Seebach**



**PRESS**

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# Youth Work Ireland

Youth Work Ireland is a federation of local youth services throughout the country who work in the interest of young people through the provision of a range of services and who share a common ethos and approach.

## Our Vision

Youth Work Ireland has a clear and unambiguous view of the kind of society we want to contribute to developing.

Our vision states this clearly as:

*'A more equal and sustainable world where all young people are valued and involved.'*

## Our Mission

Our mission is:

*'to contribute to changing society for the benefit of young people.'*

We will achieve this by deploying the resources of the Federation, both nationally and at a regional level through the engagement of Boards, staff and countless volunteers in order to:

- Promote quality youth work
- Build our capacity
- Work to realise the rights of young people
- Influence decision making and policy

## Our Beliefs

We have a positive view of young people, their dignity and worth

All young people have rights and should be supported to realise these

Young People have the potential to effect change



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# INTRODUCTION

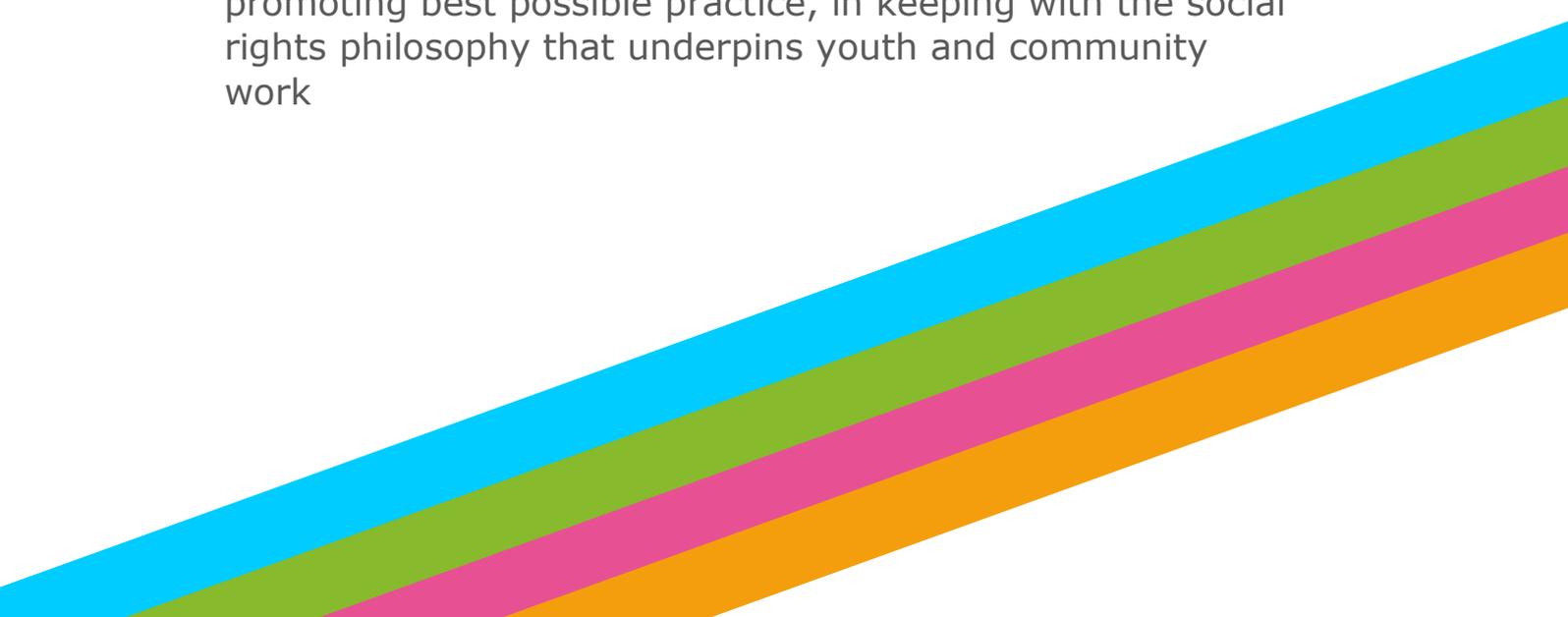
This policy provides a framework of principles for the **Youth Work Ireland** and its Member Youth Services to promote equality of access and opportunity and access to services for all.

**Youth Work Ireland** recognises that discrimination against minority groups is an issue at all levels of Irish society national, regional, local and community. It also recognises that in Irish society certain groups and individuals are discriminated against and denied equality of opportunity.

**Youth Work Ireland** is also committed to the principle of equality in Youth Work and in Irish Society as outlined in its current Strategic Plan (2009 – 2013) which names equality as a principle in its work with young people.

Therefore, **Youth Work Ireland** aims to create an environment in which equality and equal opportunity is promoted as a means of developing the full potential of every stakeholder involved in the organisation be they staff, volunteer, young person or the communities within which **Youth Work Ireland** works.

A commitment to combating all forms of discrimination and promoting equal outcomes for all is made in the interest of promoting best possible practice, in keeping with the social rights philosophy that underpins youth and community work



**Youth Work Ireland** is committed to this equality policy because:

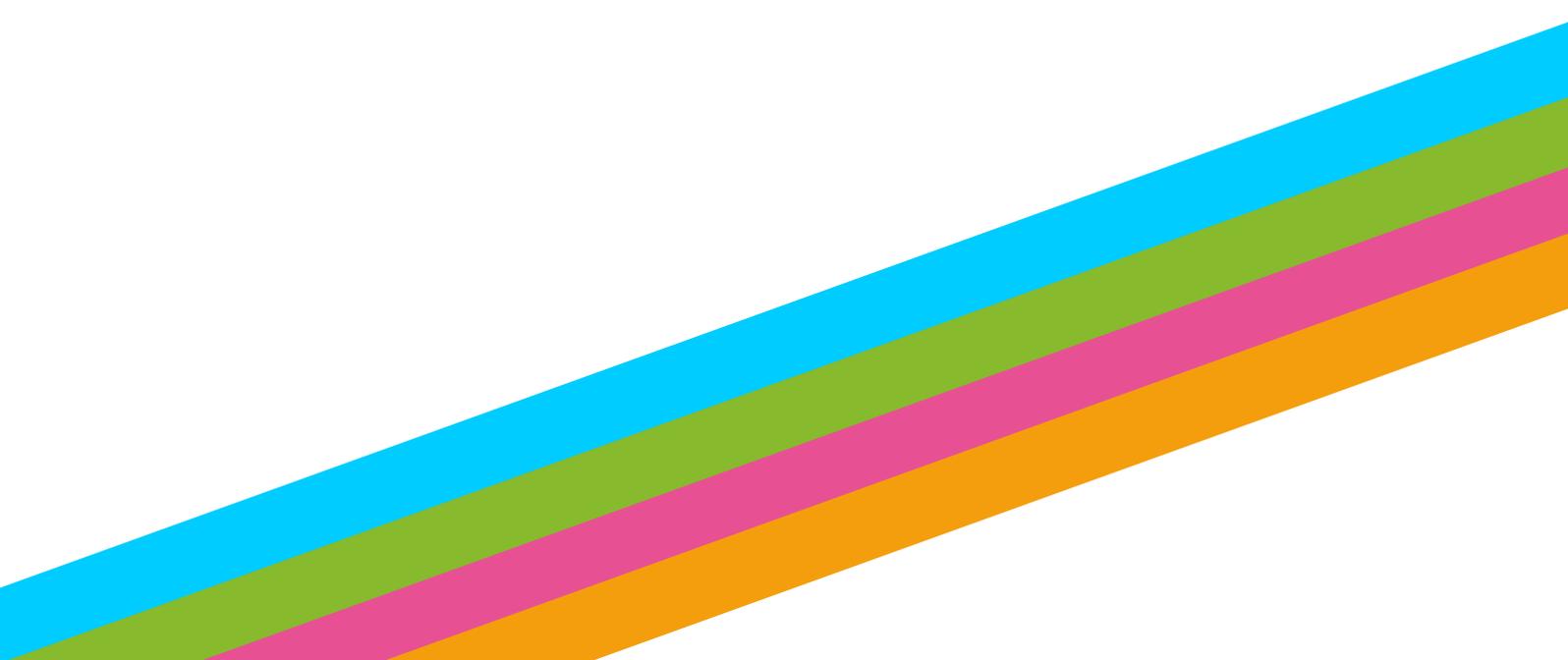
Discrimination and inequality is a growing problem in Irish society and **Youth Work Ireland** is challenged to demonstrate solidarity with those who experience such injustices.

Many communities within which **Youth Work Ireland** works are diverse and this diversity challenges **Youth Work Ireland** to do things differently if it is to create outcomes for all the community.

As with all communities where diversity exists, there is the potential for discrimination and inequality in the community and we seek to prevent this potential being realised.

Provisions contained within this document are required to be complied with in law.

**Youth Work Ireland** will also commit itself to provide supports where necessary to assist Member Youth Services in ensuring that both the legislation and the principles of this policy are adhered to.





# SECTION 1

CONTEXT:  
YOUNG PEOPLE'S EQUALITY RIGHTS



**Youth Work Ireland** is committed to the principle of equality in Youth Work and in Irish Society. Our current strategic plan (2009 – 2013) names equality as a principle –

*Equality: We will actively promote young people's equality and challenge inequalities experienced by them, their families and communities.*

As such, the principle of equality is a critical dimension and an integral part of the way our work is measured and evaluated during this period.

In practice, this commitment can be seen in efforts from across the Member Youth Services who engaged with the process of collaboratively developing a Diversity Toolkit for the Youth Work Sector in Ireland. It can also be seen in engaging with the National Youth Work Advisory Committee (NYWAC) Sub-Committee on Equality and Interculturalism. Through working with expert practitioners from across the sector the Equality and Interculturalism Committee developed a Briefing Document, which provides clarity and a common understanding for the Youth Work Sector on the concepts and principles that inform our common equality agenda. These principles derive from a close reading of the National Youth Work Development Plan and related policy.

The NYWAC Equality and Interculturalism Working Group tells us that there are two starting points for this discussion of Equality in Youth Work. Firstly, this discussion is about all young people and their needs. Youth work is a universal service, and likewise the equality agenda is about equality for everybody. The second starting point is to bring attention to the fact that this discussion takes its impetus from the principle of human rights. Human rights serve as the legal, policy, normative and value basis for equality in youth work.

In relation to young people's rights, the United Nations Convention on the Rights of the Child (UNCRC) has been ratified by Ireland, it is endorsed in the National Children's Strategy, and features as a principle of youth work in National Youth Work Development Plan. Besides being a principle within policy, the ideal of human rights provides the most urgent and powerful moral claim for realising equality.

In addition to human rights, there are a number of other concepts, or approaches that help youth workers in their work to realise the rights of young people. These include equality, interculturalism, inclusion and anti-bias anti-oppressive practice.

## Equality

Ranking these concepts and approaches is not necessarily helpful. Equality however, is the conceptual bedrock of human rights and is the cross-cutting principle that informs all of the rights charters. Human rights apply to every human being, everywhere. This is founded upon the fact that all humans are fundamentally equal. Without this belief in equality, we can have no human rights.

In Ireland Equality is enshrined in law as a core principal by which the state operates and by which members of minority groups can access protection from discrimination and harassment. **(See Section 2)**

Firstly, it is critical to identify that the National Youth Work Development Plan (NYWDP) (DES, 2003) is concerned for a broad and encompassing understanding of equality. The NYWDP (DES, 2003) tells us in its key points in relation to equality, provided in the following discussion entitled "Equality and Inclusiveness," that,

*"These proposals for a National Youth Work Development Plan are based on a commitment to a vision of youth work which values diversity, aims to eradicate injustice and inequality, and strives for openness and inclusiveness in all its dealings with young people and adults" Department of Education and Science, 15, 2003).*

This proposal recognised the existence of inequality, and called for an activist agenda to bring about change within youth work and contribute to change within society through working together with young people.

More importantly, this proposal described an equality position that is much more rigorous than equal opportunity; the NYWDP (DES, 2003) articulated a position that is much more consistent with an equality of condition perspective. An equality of condition perspective requires robust efforts to realise equality. Such aims are not unrealistic, and there are practical steps that can be taken to realise this vision, such as training of youth workers, development of equality policies and action plans within youth services.

## Inclusion

Inclusion is about the quality of young people's experience; how they are supported to learn, achieve and participate fully in the life of the youth service. In essence it involves adapting policies and practices within youth services to remove barriers to learning so that no learner is marginalised. Inclusion moves away from labelling young people, towards creating an appropriate learning environment for all children (NYCI Diversity Kit, 2010).

## Interculturalism

Interculturalism has given significant impetus to the realisation of the human rights of young people in Ireland. The presence of greater numbers of ethnic minority groups in greater numbers provided an opportunity to discuss the enormous diversity that has always existed in Ireland. It led to the Report and Recommendations for an Intercultural Strategy for Youth Work, which helped to bring about the NYWAC Equality and Interculturalism Group.

Interculturalism is essentially about interaction between majority and minority cultures to foster understanding and respect. It is about ensuring that cultural diversity is acknowledged and catered for.

*"Developing a more inclusive and intercultural society is about inclusion by design, not as an add-on or afterthought. It is essentially about creating the conditions for interaction, equality of opportunity, understanding and respect." (Report and Recommendations for an Intercultural Strategy for Youth Work, 2008)*

Some would say that interculturalism is only about cultural minorities not all minorities. A counter argument can be made that interculturalism. It is about all people. All people have ethnicity and culture – it is about all people having a voice within our society and finding a way to express their culture and for their culture to be validated – and that includes gay culture as much as majority Irish culture and all other cultures. Interculturalism also deals with homophobia, attitudes to gender, attitudes toward disability etc. because they are all determined by our cultural worldviews. Every single official reference to Interculturalism insists on that interpretation offers a stance of respectful and critical inquiry that is useful for anyone who wishes to meaningfully engage with those different with themselves.

## Mainstreaming

Mainstreaming means ensuring that policies and processes are inclusive of the needs of all groups, including consideration of these needs in the planning, implementation and review of policies and practices for their impact on all young people regardless of identity, background or living circumstances.

Mainstreaming does not mean that there is one 'mainstream' model of service provision of the 'one size fits all' kind, rather that the awareness of different needs and thus different models of service provision becomes central to an organisation's modus operandi (NYCI Diversity Kit, 2010).

## Key Principles

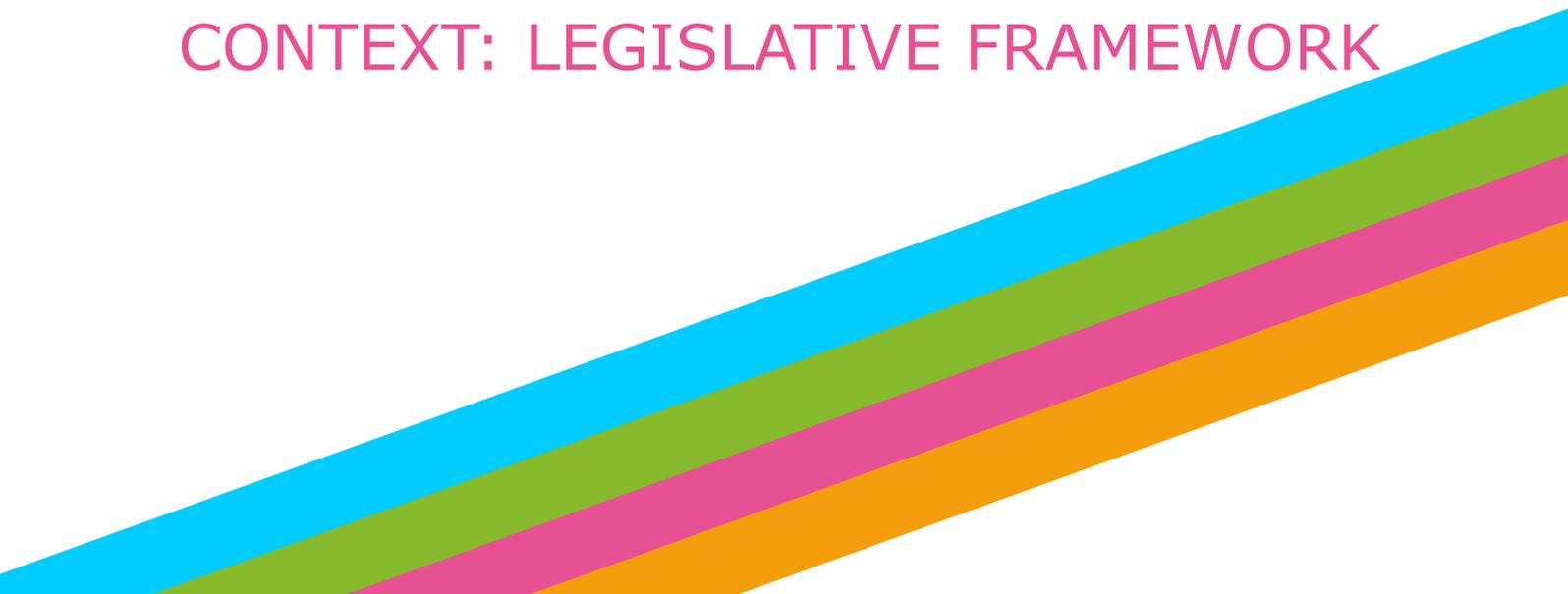
To summarise these positions we can say that realising the human rights of young people means that:

- Equality is an issue for all of us
- We don't all start from the same place
- Youth work should actively promote equality; it addresses inequalities in society through the active and critical participation of young people (NYWDP) and within youth work services through targeted provision (NYWDP and Youth Work Act) and services are legally obliged to address harassment of young people as a member of any group
- Youth work is concerned with the social inclusion of all young people (NYWDP)
- An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and be.
- An equal society protects and promotes equal, real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish.



# SECTION 2

CONTEXT: LEGISLATIVE FRAMEWORK



The legal position regarding equality and non-discrimination is grounded primarily in three pieces of legislation: The Employment Equality Act, 1998, The Equal Status Act, 2000 and The Equality Act, 2004. This section provides an overview of the main provision of each of these acts.

## The Employment Equality Act, 1998

The Employment Equality Act, 1998 outlaws discriminatory practices in relation to and within employment. Two new infrastructures, the Equality Authority and the Director of Equality Investigations, were established under this Act.

The Act prohibits direct and indirect discrimination and victimisation in employment on nine grounds. The nine grounds are:

- Gender Ground: man, woman or transsexual.
- Marital Status Ground: single, married, separated, divorced or widowed.
- Family Status Ground: pregnant or the resident primary carer.
- Sexual Orientation Ground: gay, lesbian or bisexual.
- Religion Ground: different religious belief, background outlook or none.
- Age Ground: different ages (this does not cover people under 18 years of age).
- Disability Ground: this is broadly defined including people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions
- Race Ground: a particular race, skin colour, nationality or ethnic origin.
- The Traveller Community Ground: people who are commonly called Travellers.

All aspects of employment are covered including:

- Equal pay
- Access to reemployment
- Vocational training
- Conditions of employment
- Work experience
- Promotion
- Dismissal

The Act, which repeals the Anti-Discrimination (Pay) Act 1974 and the Employment Equality Act (1977) covers all aspects of discrimination including:

- Discrimination by employers with regard to access to employment, conditions of employment, training and promotion (Section 8);
- Discrimination in collective agreements with regard to access to and conditions of employment and equal pay for like work (Section 9);
- Discrimination in advertising (Section 10);
- Discrimination by employment agencies against any person seeking employment or other services of the agency (e.g. career guidance or training) (Section 11);
- Discrimination in the provision of vocational training or any instruction needed to carry out occupational activity (Section 12);
- Discrimination by trade unions, professional and trade associations as regards membership and other benefits (Section 13).

The terms of the act apply to public and private sector employers, employment agencies, vocational training bodies, professional bodies and trade unions.

The Act also states that it should not be construed as requiring the recruitment, retention or promotion of anyone not available or willing to do, or fully capable of doing, the particular job. In the case of a person with a disability, fully capable of doing the job may include doing it with the assistance of special treatment or facilities.

The Act has specific provisions that relate to providing accommodation to facilitate applicants and employees with disabilities, and positive actions measures to redress past discrimination and promote equal opportunity. In addition, the Act prohibits harassment of staff on all nine of the discriminatory grounds.

The Act states that employers must do all that is reasonable to accommodate the needs of a person with a disability unless the training organisation can show that there is a cost to him or her other than a nominal cost. The exact provision of the legislation is contained in Section 16(3) of the Act.

## The Equal Status Act, 2000

The Equal Status Act 2000 promotes equality; prohibits certain kinds of discrimination (with some exceptions); prohibits sexual harassment and harassment on the nine discriminatory grounds listed below.

- Gender
- Marital status
- Family status

- Sexual orientation
- Religion
- Age
- Disability
- Race
- Membership of the Traveller Community

The Equal Status Act (2000) promotes similar legislation as the Employment Equality Act in terms of promoting equality, prohibiting certain kinds of discrimination and prohibiting sexual harassment.

**However, while the focus of the Employment Equality Act is employment, the focus for the Equal Status Act is goods and services including those who buy goods, use services, obtain accommodation and attend educational establishments.**

The Equal Status Act also has special provisions to deal with clubs or establishments that hold an alcohol licence. A club will be treated as a discriminating club if:

- It has a rule, policy or practice which discriminates against a member or applicant or,
- A person involved in the management discriminates against a member or applicant in relation to the affairs of the club.

If an individual feels that they have been discriminated against under the provisions of either the Employment Equality Act or the Equal Status Act they can proceed to officially lodge a complaint. The process for doing this as specified in this legislation is outlined later in this policy under External Complaints Procedures.

## The Equality Act, 2004

The Equality Act 2004 aims to implement three EU Council Directives - the Race Directive (2000/43/EC), the Framework Employment Directive (2000/78/EC) and the Revised Gender Equal Treatment Directive (2002/73/EC). The Directives require all EU member states to prohibit discrimination, harassment and victimisation on the grounds of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation, in relation to employment and occupational and vocational training. The scope of the Race Directive is broader and extends beyond employment and self-employment to the provision of goods and services, housing, social protection and health care.

## **The Main Changes in the Employment Equality Act 1998 and The Equal Status Act 2000**

The Equality Act, 2004 makes a number of changes to both previous pieces of legislation. The most significant change is to the Employment Equality Act, 1998 which includes the expansion of the scope of the Act to include self-employed people and partners in partnerships and the inclusion of people in domestic employment.

The definition of discrimination in the Employment Equality Act, 1998 is also expanded to include discrimination by association or where discrimination is imputed to the person concerned. The legislation also requires that an employer take appropriate measures to facilitate a person with a disability to enable them to have access to employment, participate or advance in employment or undergo training, unless, it imposes a 'disproportionate burden' on the employer. Appropriate measures may include the adaptation of premises and equipment, patterns of working time, distribution of tasks or the provision of training.

A new exemption is introduced in the Equal Status Act. This exempts any action taken by a public authority in relation to certain non- nationals in accordance with any provision or conditions made by or under any enactment and arising from his or her entry to or residence in the State.

### **Changes in the Grounds of Discrimination**

In relation to employment, the upper age limit for age ground claims has been abolished. There are certain exceptions though, which will allow an employer to set a compulsory retirement age and also to offer fixed term contracts to employees above an age. The new lower age limit for complaints on the age ground is the school leaving age but with a provision to allow the employer to set a minimum age up to 18 years for recruitment. The Equal Status Act is applicable to everybody over 18 with separate provisions for licensed drivers under that age seeking motor vehicle insurance.

### **Other Changes**

The definition of sexual harassment in employment has been broadened to include same-sex harassment. There are now more situations established in which a person can claim victimisation. A person can claim victimisation where dismissal or other adverse treatment of the complainant or witness occurred as a reaction to seven scenarios set out in the Act.

Positive Action measures are now permitted on all of the grounds, with the aim of ensuring full equality in employment practice.

## **Time Limits and Financial Awards**

Anybody wishing to make a claim of discrimination must notify the person against whom the claim is being made in writing within two months of the incident. A complainant must still refer a claim to the Equality Tribunal within six months of the last occurrence of the act alleged to constitute discrimination. The Act states that the Labour Court or the Director of the Equality Tribunal (as appropriate) can extend the two months or the six months time limit for 'reasonable cause'.

The upper limit of €6349 in relation to cases under the Equal Status Act and the current ceiling in employment cases including the maximum limit of €10,000 in relation to access to employment under the Employment Equality Act have not altered.



# SECTION 3

CONTEXT: LEGAL DEFINITIONS



## Discrimination

Within the previously named pieces of legislation, three specific forms of discrimination are named: **Direct Discrimination; Indirect Discrimination and Discrimination by Association.**

**Direct Discrimination:** happens where a person is treated less favourably specifically on one of the nine discriminatory grounds. Under the Act, direct discrimination is defined as (Section 6 (1):

*"...discrimination shall be taken to occur where, on any of the 'discriminatory grounds' one person is treated less favourably than another is, has been or would be treated."*

Direct discrimination is overt discrimination, intentional or otherwise. This applies equally to both legislation and practice. The nature of direct discrimination would be legal statements or practices, which intentionally set out to exclude people with disabilities from applying for an opportunity or from participating in an employment (and vocational training) for which they are qualified.

**Indirect Discrimination:** is more subtle and harder to prove and happens where there is less favourable treatment in effect. It happens where people are refused a service not explicitly on account of a discriminatory reason but because of a practice or requirement, which they found hard to satisfy. If the practice or requirement is found to have the effect of excluding a large amount of the protected group from the service, then the service provider will have indirectly discriminated, if the practice or requirement is not reasonable.

Indirect discrimination occurs if there is a requirement, practice or policy which is neutral in form but which has a greater adverse impact on members of a particular group, and which cannot be justified.

An example of this in relation to disability would include the:

- use of inappropriate entry tests and interviews,
- lack of physical access to buildings,
- lack of other necessary supports such as job coaches, personal assistants, signers, and various accessible formats of materials or other media such as Braille.

**Discrimination By Association:** this happens where a person associated with another person (belonging to the specified groups) is treated less favourably because of that association. This specifically relates to the Equal Status Act.

## Sexual Harrassment

Within the Equal Status Act, sexual harassment is defined as taking place where a person subjects the victim to an act of physical intimacy or any request for sexual favours from the victim, or subjects the victim to any act or conduct with sexual connotations, including spoken words, gestures or the production, display or circulation of written words, pictures or other material.

To constitute sexual harassment the actions must:

- Be unwelcome to the victim and could reasonably be regarded as offensive, humiliating or intimidating,
- The victim must be treated differently because of the rejection of or submission to such actions or where it would be reasonably anticipated that the victim would be so treated but was not in fact so.

## Harassment

Harassment is similar to sexual harassment but without the sexual connotation. Harassment takes place where a person subjects the victim to any unwelcome act, request or conduct including spoken words, gestures or the production, display or circulation of written words, pictures or other material. The harassment must be based on one of the nine discriminatory grounds.

## Workplace Bullying

The act does not deal with bullying on its own but only bullying as it relates to one of the nine discriminatory grounds listed previously (see below):

- Gender Ground: man, woman or transsexual.
- Marital Status Ground: single, married, separated, divorced or widowed.
- Family Status Ground: pregnant or the resident primary carer.
- Sexual Orientation Ground: gay, lesbian or bisexual.
- Religion Ground: different religious belief, background outlook or none.
- Age Ground: different ages (this does not cover people under 18 years of age).
- Disability Ground: this is broadly defined including people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions
- Race Ground: a particular race, skin colour, nationality or ethnic origin.
- The Traveller Community Ground: people who are commonly called Travellers.

## Positive Action

The Employment Equality Act (1998) permits the pursuance of positive action. The objective is to support the integration into employment of people over 50, people with disabilities and members of the Traveller community. The legislation of positive action for these three groups acknowledges and recognises the significant barriers these groups have faced in accessing employment (and vocational training). **Positive action stops short of favouring one group over another.**

Positive action measures can take the form of outreach measures to encourage applications from under-represented groups. These can include explicit statements encouraging groups in advertisements, specific training for targeted groups and the establishment of targets, which training organisations try to meet.

It is important to point out that positive action policies stop short of discriminating in favour of disadvantaged groups (or individuals) at the point of recruitment. The 'merit principle' remains in place. The approach is therefore one where a targeted group is encouraged and prepared for a competition on the basis of 'all other things being equal'.

Positive discrimination policies, on the other hand, essentially comprise the merit principle. Quotas represent the most common form of positive discrimination. This is where different merit characteristics may be used for different groups - such as the 3% Employment Quota for people with disabilities in the Public Service.



# SECTION 4

YOUTH WORK IRELAND EQUALITY  
POLICY



## General Principles

- **Youth Work Ireland** is committed to promote equality of access and opportunity throughout the organisation, the employment of all staff, the participation of project users/ clients in its services, the involvement of volunteers, and the membership of Boards of management and other committees.
- **Youth Work Ireland** is committed to ensure that no person is treated less favourably than another on the nine grounds specified in the legislation as previously outlined and the following areas in addition:
  - Economic status;
  - Political belief or affiliation;
  - Responsibility for dependants.
- **Youth Work Ireland** is committed to prevent any form of discrimination, inequality or denial of equal opportunity, whether direct or indirect against staff, prospective staff members, volunteers, members or prospective members of management and against project users/ clients of any of its services.
- **Youth Work Ireland** is committed to ensure that it fulfils its legal obligations.

## Overall Policy Aims

The aim of this policy is to promote equality of opportunity for staff, volunteers and young people within **Youth Work Ireland** by ensuring that all employment, services provision & delivery and other practices operate on the basis of the appropriate merits, qualifications, abilities and potential of individuals.

## Young Peoples Equality Rights – Principles

- **Youth Work Ireland** is committed to Youth Participation.
- Youth participation features as a central theme in the current **Youth Work Ireland Strategic Plan (2009 – 2013)** and the current **Youth Work Ireland Youth Participation Policy** delineates a robust framework of action to ensure and support young people in having their voice heard in decision-making within the organisation, in their communities and in Irish Society.
- As discussed above, equality is the basis of participation and in this way our efforts and commitments to ensuring youth participation must be matched by our efforts and commitments to equality.

## Policy Objectives: Young Peoples Equality Rights

- To protect the right of young people to participate in decision-making as articulated in Article 12 of the United Nations Convention of the Rights of the Child (UNCRC). This right is recognised in the current children's policy framework in Ireland and in the National Youth Work Development Plan. Moreover, participation is a fundamental principle of youth work.
- To work to secure the rights of children we must firstly ensure that we do not discriminate amongst them. Equality is the basis for participation. In a certain sense, this is reflected in the placement of articles within the UNCRC. The UNCRC begins in Article 1. by firstly setting out the definition of a child and then moving directly to Article 2, which says that all rights apply to all children without exception.
- **Youth Work Ireland** and its Member Youth Services will endeavour to put in place measures to ensure an environment that facilitates and provides for the needs of young people so that young people can engage with the youth services. The assertion that equality is the basis for participation is true in our practical experience of youth work provision. This is also so for young people with diverse needs and living circumstances - if youth services do not put in place measures that provide for their diverse needs, then it cannot be hoped that diverse young people will participate, even at the most basic level within the service.
- To ensure that the active participation in decision-making by young people in the organisation is real by ensuring they are respected and provided with equal opportunities. This is why equality and diversity are named as principles within the **Youth Work Ireland Youth Participation Policy**.
- To have a duty to work to address equality in order to ensure that we achieve our goals in relation to youth participation.

## Employment & Equal Opportunity Principles

- **Youth Work Ireland** believes that the principles and practices of equality of opportunity should apply to all conditions of service of our employees including recruitment, placement, selection, promotion, career development, training, pensions, and special leave entitlements.
- **Youth Work Ireland** believes that the composition of its workforce should as far as is practicable and within the context of relevant employment legislation, broadly reflect that of the communities in which we are based/which we serve, particularly in terms of age, gender, disability and ethnic origin.
- No **Youth Work Ireland** employee will be penalised or treated less favourably because of pursuing rights by way of taking action, supporting action or giving notice of intention to take or support action under equality legislation.

- All **Youth Work Ireland** staff, volunteers and young people are required to comply with this policy and are responsible for ensuring its practical application. Breach of any aspect of this policy will be treated as misconduct under the organisation's disciplinary procedures.

## **Policy Objectives: Employment Equality**

- To ensure that all applicants for employment are treated fairly on the basis of their merits, abilities, qualifications and suitability for appointment and that appointment procedures do not discriminate on the basis of criteria which cannot be justified by the demands of the post.
- To ensure that all employees are trained, appraised, given access to relevant work experience, promoted and otherwise treated on the basis of their relevant merits, qualifications, abilities and experience.
- To ensure that all staff are aware of their responsibilities as employees and representatives of **Youth Work Ireland** under the provisions of national legislation and the policies of **Youth Work Ireland**.
- To monitor and review employment policies and practices to ensure that they do not, directly or indirectly, discriminate unfairly against individual members of staff or particular groups of staff.
- To consult with staff and the trade unions representing staff, where appropriate and practicable, on issues relating to equal opportunities and to encourage the involvement and commitment of **Youth Work Ireland** to the promotion of equal opportunities.
- To provide information and training to enable staff, volunteers and young people to understand their responsibilities as set out in this policy, and as required by national legislation, and to provide support and guidance to enable staff to discharge these responsibilities.
- To review employment procedures and practices regularly to ensure that they continue to reflect and promote the organisation's policy on equal opportunities.

## **Policy Objectives: Equal Status (access & provision)**

- To identify, develop and support positive action measures to ensure that staff, volunteers and young people have an equal opportunity, and where appropriate, encouragement, to obtain employment, promotion and further education and training for personal and career development
- To ensure that the organisation affords all individuals an equal opportunity to develop their full potential; the policies, procedures and practices of **Youth Work Ireland** will seek to ensure equality of opportunity for all and, as far as is practicable, practices will conform with the published procedures of the organisation.

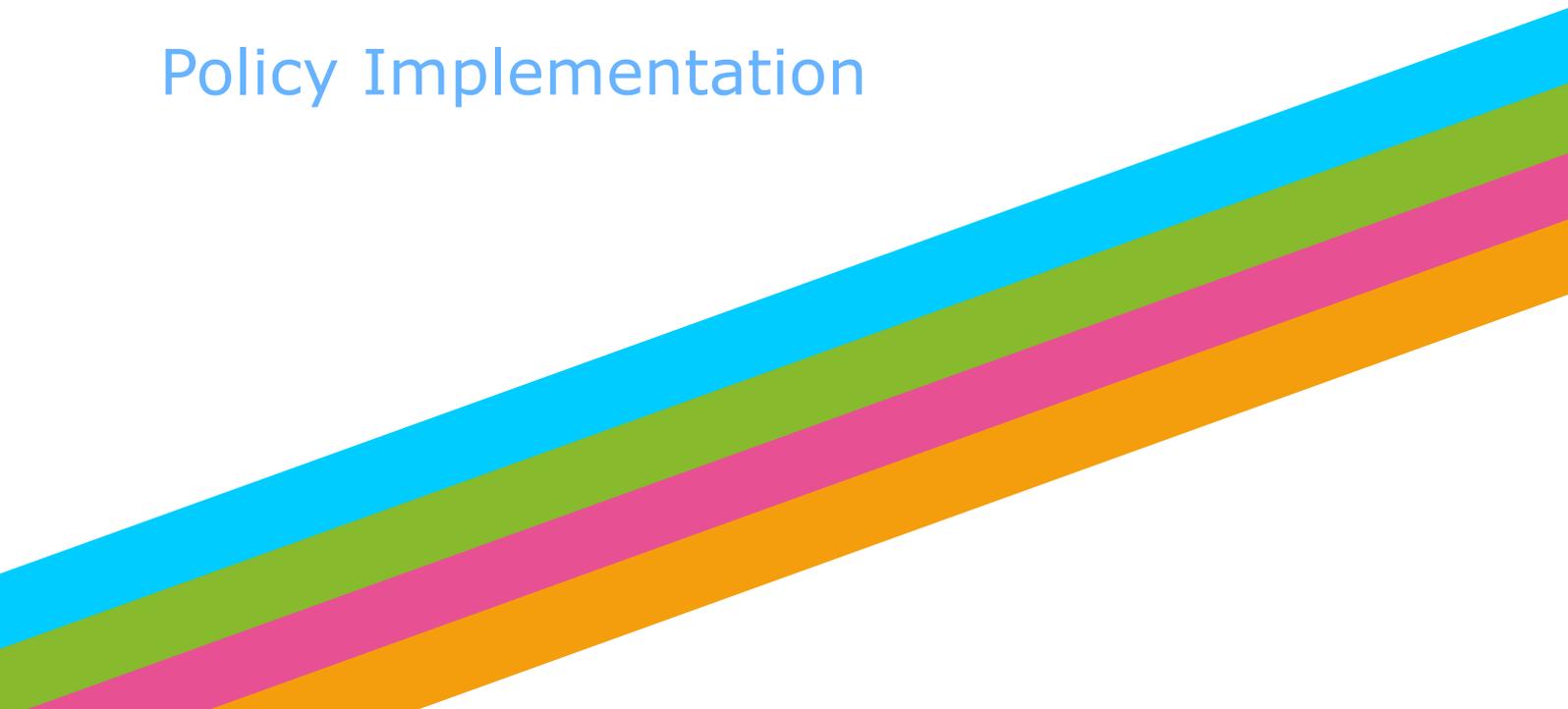
## **Core Actions**

- To promote a harmonious working environment for all based on mutual respect within which staff, volunteers and young people are encouraged to develop their full potential in the interests of the individual and the organisation
- To identify programmes of positive action within which these objectives can be achieved.
- To establish appropriate mechanisms whereby staff, volunteers and young people or job applicants who feel that they have been unfairly treated can have their complaints investigated.
- To ensure that this policy is made known to all staff, volunteers and young people
- To monitor the effectiveness of the policy and identify areas for action.



# Section 5

## Policy Implementation



Staff and management at both local and national level will take responsibility for ensuring information flows to maintain our capacity to implement this policy and will take part in equality and equal opportunity training where appropriate and necessary.

## Overall Responsibility

It is the responsibility of the Board of Management of each **Youth Work Ireland** Member Youth Service and the Board of **Youth Work Ireland** to ensure:

- The effective implementation of this policy.
- That all its staff and volunteers are familiar that such a policy is in place and how it operates.
- That any young person or client that the Member Youth Service works with is familiar that such a policy is in place and how it operates.

## Responsibilities of Staff

Individual members of staff have responsibilities as set out in this policy and in national legislation to avoid unfair discrimination against individuals or particular groups.

In particular, members of staff where possible and practical:

- Should promote equal opportunities, should recognise and respect the rights of other members of staff and should contribute to the development of a harmonious environment for staff.
- Are required to co-operate with any measures introduced to promote equal opportunities.
- Must not, either directly or indirectly, discriminate unfairly against fellow employees.
- Must not prevail upon management, trade unions, or colleagues to practice unfair discrimination or to act in a way, which is contrary to the spirit of this policy.

## Breach of Policy

Breach of any aspect of this policy will be treated as misconduct under the organisation's disciplinary procedures. If such a breach is not covered under the organisations' existing disciplinary procedures it should be introduced.

## Internal Complaints

It is expected that **Youth Work Ireland** Member Youth Services will have in operation an internal complaints/grievance procedure. It is within this structure that any initial complaint or grievance should be dealt with.

However, it is also recommended that if a **Youth Work Ireland** Member Youth Service has any or a number of the following in place:

- Personnel/Staff Handbook
- Employee Induction Pack
- Volunteer Recruitment/induction Pack
- Staff Contracts
- Volunteer Agreements/Contracts
- Client/Customer Charter
- Young People's Charter

That there should be specific reference in all of them to the fact that the organisation has an **Equality Policy in existence and acts in compliance with the provisions of the Employment Equality Act, 1998, the Equal Status Act, 2000 and the Equality Act, 2004.**

Attention should also be drawn to the external complaints procedures outlined below which individuals can resort to if they are not satisfied with how the complaint or grievance has been dealt with internally or with the outcome.

**A copy of this policy should be supplied to all staff, volunteers, and members of the organisation and a copy of the policy should be available on display in all offices that are used by clients.**

## Supporting Documentation

### **Access All Areas: A Diversity Toolkit for the Youth Work Sector**

Self-assessment Tool to assess the level of equality and inclusion in their programmes with practical tips on how to make youth services fully inclusive for all young people. Download free at:

**[www.youth.ie/youth\\_work/resources\\_for\\_youth\\_workers/access\\_all\\_areas\\_diversity\\_toolkit](http://www.youth.ie/youth_work/resources_for_youth_workers/access_all_areas_diversity_toolkit)**

### **Support Agencies and Services**

Listing of expert agencies in the field, their functions, services they provide and their contact details **(see Appendix 4)**.

**Useful Resources**

Listing of useful resources, training materials, reports & research on equality related matters and where/how to acquire them **(see Appendix 5)**.

**Equality Proofing**

The Equality Authority developed a template for City & County Development Boards to support them in equality proofing their plans. The steps involved and questions posed in the 3-stage proofing process are practical and can be adapted to any setting. A slightly adapted/condensed form of the Template has been included in the policy **(see Appendix 3)**.

## **Supports from Youth Work Ireland National Office**

**Advice & Referral Service**

Information and advice on any aspect of the policy or equality related issues and where to go for more specific or expert advice should it be required.

**Legislative & Policy Updates**

The provision of regular updates on any new legislation or policy developments that will impact on equality related issues.

**Information Sessions & Workshops**

If the need arises and/or demand is there tailormade event(s) focusing on equality related issues will be organised.

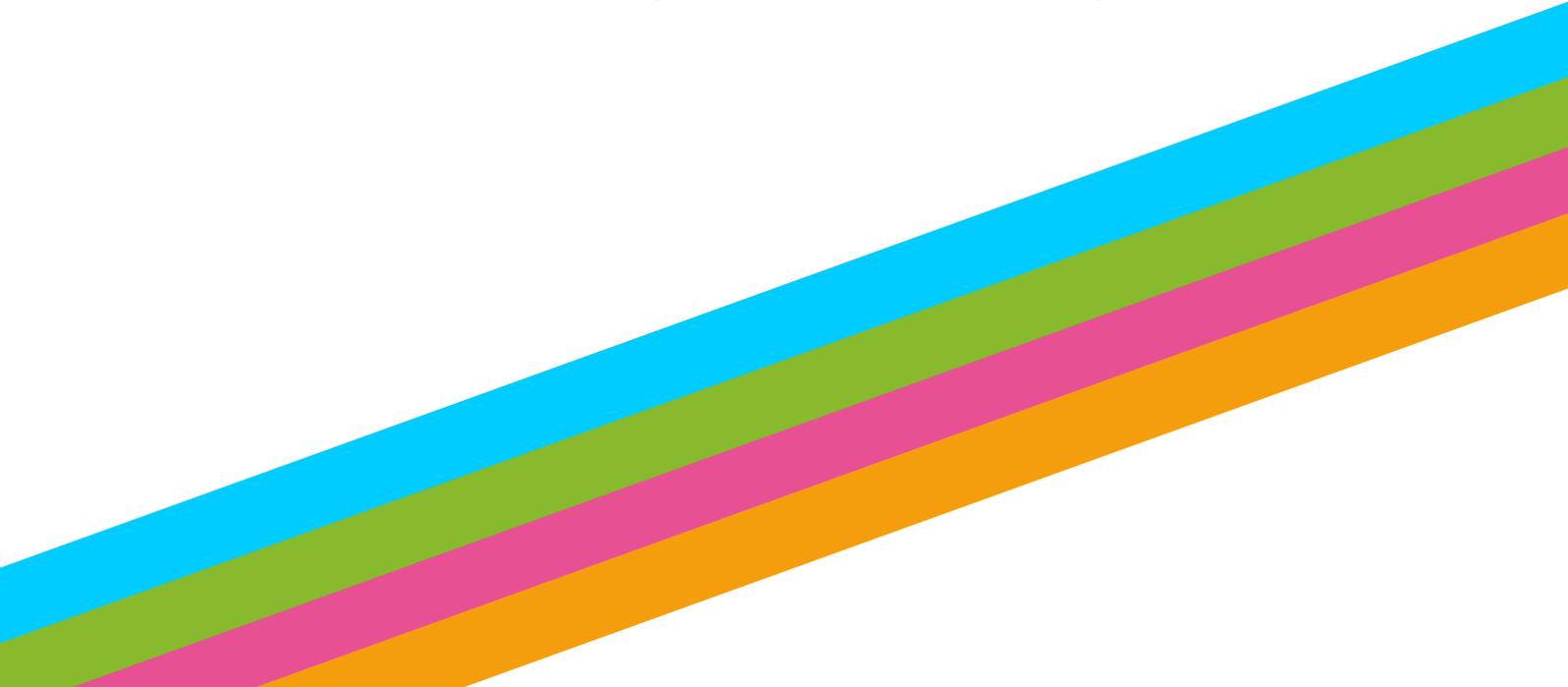
**Liaison with Relevant Agencies**

Linking with expert agencies in the field re the provision of training and/or information supports and the provision/production of additional resource materials as requested.



# SECTION 6

## INTERNAL ACTIONS FRAMEWORK



The following outlines a framework for internal Action which can be undertaken to ensure compliance with existing Equality Legislation.

## Internal Actions: Employment Equality

To pursue **Youth Work Ireland**'s role as an Employer in promoting equality and equal opportunity through:

- The manner in which jobs are advertised.
- The person specifications prepared for jobs.
- Recruitment and interviewing practices.
- Taking action to create the conditions for such employment outcomes for members of these groups.

## Internal Actions: Equal Status (Access and Provision)

**Youth Work Ireland** will promote equality and equal opportunity in the materials it produces through:

- Ensuring materials produced or published are attractive and accessible to minority groups.
- Developing materials that promote the organisation in a manner that captures its commitment to equality, equal opportunity and non-discrimination.

## Internal Actions: Employment Equality and Equal Status (Access and Provision)

**Youth Work Ireland** commits itself to make equality and equal opportunity a priority issue throughout the organisation by:

- Introducing it as a section in induction training for staff and volunteers and the development phase of projects and other initiatives.
- Examining its own ethos and values so that equality, equal opportunity and non-discrimination are central to its mission and so that the assumptions that underpin its work are proofed against these goals.
- Communicating the anti-racist and anti-discriminatory ethos of the organisation in the symbols and images we use and in the messages we communicate.
- Acknowledging that discrimination and prejudice can and does exist in relation to Age; Gender; Family or Marital status; Disability; Race; Colour; Ethnic or national origin; Antibody status; Sexual Orientation; Economic status; Political or religious belief; or responsibility for dependants and endeavouring to take steps to both highlight and address it.

## External Actions: Employment Equality and Equal Status (Access and Provision)

**Youth Work Ireland** commits itself externally to develop Intercultural and Interagency Approaches to its actions and services by:

- Gathering information on the needs and aspirations of minority groups and other groups who are discriminated against for whatever reason.
- Challenging incidents of inequality and denial of equal opportunity as they arise within actions and services.
- Designing actions and services so that they are appropriate and accessible by minority groups as well as the majority population.
- Developing actions and services for minority members of the community where this will enhance access to and outcomes from **Youth Work Ireland**'s mainstream work for these groups or where this will address specific needs and a history of discrimination.
- Collating data on the take-up by and outcomes for the members of minority groups in the community from Youth Work Ireland's actions and services.

## The External Environment

**Youth Work Ireland** commits itself to developing partnerships and alliances with minority groups where possible by:

- Availing of the organisations articulating the interests of these minority groups as sources of information.
- Networking and developing partnerships with these organisations in developing its plans for action and services.
- Including these organisations on **Youth Work Ireland** mailing lists.
- Resourcing these organisations as appropriate and feasible.
- Supporting campaigns pursued by these organisations and taking up their issues in **Youth Work Ireland** campaigns, where possible.
- Raising these issues in the various fora where **Youth Work Ireland** is represented or involved.
- Advocating equality and equal opportunity practice within local and national institutions.

## Equality Proofing

To ensure decision-making procedures, work practices and service provision within **Youth Work Ireland** are equality proofed through:

- Using the **Access All Areas: Diversity Toolkit for the Youth Sector** as a tool to assess the level of equality and inclusion in their programme provision.
- The participation of members of minority groups' members of the community in our decision-making structures and service provision where feasible, possible and appropriate, and by the provision of capacity building supports where necessary to ensure this participation is effective.
- Creating different mechanisms for participating in decision-making and service provision to ensure the effective participation of members of minority groups.
- Networking with organisations articulating the interests of minority groups to source their advice and input to key decisions and plans.
- Assessing all key decisions and service provision for their impact on equality and equal opportunity and their contribution to positive outcomes for those from minority groups within the communities we work with.
- Making equality and equal opportunity a dimension of all strategic, development and operation plans/planning of the organisation.

## Review

The Board of **Youth Work Ireland** agrees to ensure that the implementation of this Policy will be monitored and kept under review.

**Note:** The Equality Authority has developed an Equality Proofing Template for City and County Development Boards to support them and their constituent partners to equality proof their plans. The template has been tailored primarily for the CDBs but the steps involved and questions posed in the three stage proofing process are practical and can be utilised for any setting.

This template provides guidelines to support the equality proofing of one's strategic plans and services. The document does not seek to provide the definitive equality-proofing template but is merely an initial attempt to provide a set of guidelines, questions and actions that might support fulfilling a stated commitment to equality proof one's plans and/or services. A slightly adapted and condensed form of the template has been reproduced and included in this policy. **(See Appendix 3)**

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# APPENDIX 1:

## External Complaints Procedure: Employment Equality

There are a series of steps recommended by the Equality Authority to be followed if you feel that you have been discriminated against under the Employment Equality Act.

### Step 1

Initially a complaint should be raised with the employer. This provides an opportunity for resolution of the problem between the parties. If however the employee is not satisfied with the employer's response the next step is to consider contacting the Equality Authority or a trade union or a solicitor.

### Step 2

Free advice is available from the Equality Authority to anyone who believes that he/she may have experienced discriminatory treatment in relation to employment or vocational training. Persons contacting the Authority with regard to alleged discrimination are advised of their general position under the relevant legislation. Decisions regarding representation are made by the Authority, taking account of its' priorities.

The Authority will ask complainants to complete a questionnaire at this stage of the enquiry. This helps the Authority to identify the basis of the complaint and decide on the best course of action. The Authority has an in-house legal service.

### Step 3

If an alleged act of discrimination becomes the subject of an investigation, the complainant must decide on the next stage. Legal representation before an Equality Officer or Equality Mediation Officer of the Director is not required by legislation. The individual may represent him/herself or may be represented by a trade union, solicitor or the Equality Authority.

In some instances, complaints can be resolved by the Authority without the involvement of the legal process. The Authority may in the first instance endeavour to achieve a settlement between the parties. The Authority may provide or engage legal representation for a client free of charge. The Labour Court cannot make an award for costs of private legal representation.

## **Step 4**

The Employment Equality Act, 1998 also established the Office of Director of Equality Investigations (ODEI). The office is separate to the Equality Authority, and has quasi-legal functions with regard to investigating cases taken under equality legislation. After assistance/representation has been granted the Authority may refer the case to the Director. The Director may refer it to the Equality Mediation Officer unless either party objects, in which case an investigation is conducted by an Equality Officer (dismissals are dealt with in the first instance by the Labour Court).

At the conclusion of an investigation the Director will issue a decision that is enforceable through the Circuit Court. A person who may have been discriminated against on the gender ground may opt to seek redress through the Circuit Court. In such a case, the normal ceiling on awards of the Circuit Court will not apply and it may order compensation as appropriate in the case.

## **Step 5**

All decisions of the Director may be appealed to the Labour Court within 42 days of issue. The Labour Court will issue legally binding determinations. Determinations may be appealed to the High Court on a point of law. The Labour Court may refer questions as to the interpretation of EU Law or Secondary Legislation to the European Court of Justice.

## **Redress**

In equal pay cases, an award of equal pay and arrears in respect of a period not exceeding the preceding three years. In other cases – equal treatment and compensation of up to a maximum of two years pay (or a maximum of €12,697 where the person was not an employee). The Director may also direct particular actions to be taken as appropriate.

In dismissal cases, the Labour Court may order re-instatement or re-engagement with or without compensation.

## **Victimisation**

It is unlawful to penalise an employee for taking action pursuant to the enforcement of the legislation, for example, referring an equality claim or giving evidence in proceedings under equality legislation.

## **Time Limits**

Complaints under the Employment Equality Act, 1998 must be brought within six months of the last act of discrimination, although this can be extended to 12 months in certain circumstances. Different time limits may apply in equal pay disputes.

### **For further information/details contact:**

**Equality Authority**  
**Birchgrove House, Roscrea, Co. Tipperary.**  
**Tel: (01) 505 24126 Fax: (01) 505 22388**  
**E-mail: [info@equality.ie](mailto:info@equality.ie)**  
**Website: [www.equality.ie](http://www.equality.ie)**

### **Information Note: The Equality Authority**

The Equality Authority was established under the 1998 Act, which confers on it a wide range of statutory functions. Generally, the authority works with all those interested to develop equality policies and best practices. It also uses equality reviews and action plans to develop a proactive approach to equal opportunities in the workplace. It also provides legal advice, assistance and legal representation to those who may have a grievance under legislation. In specified circumstances (see, for example, section 85 of the 1998 Act), the Equality Authority can itself refer a complaint of discrimination to the Office of the Director of Equality Investigations. The Equality Authority does not hear or decide complaints.

## APPENDIX 2:

# External Complaints Procedure: Equal Status

### Step 1

Record the date of the incident which gives rise of a possible complaint or discrimination or the last such date if there is more than one incident.

### Step 2

You should notify **in writing** the person/organisation (service provider) against whom you are making the complaint of discrimination of the following:

- The nature of the allegation
- Your intention, if not satisfied with the response received, to seek redress by referring the case to the Director of Equality Investigations

You may also in that notifications ask any questions to obtain material information with a view to helping you to decide whether to refer the case the case to the Director. There is a standard letter of notification, which can be used, available from the **Office of the Director of Equality Investigations (Form ODEI 5)**.

This notification must be made within **2 months** of the incident. If the Director of Equality Investigations is satisfied that exceptional circumstances prevented you from notifying the service provider within 2 months, and where it is just and equitable to do so, this period may be extended to 4 months by the Director.

### Step 3

You must wait to pursue your claim further until either

- You have received a response to your notification, or
- At least 1 month has elapsed since the date of the notification

### Step 4

If you are not satisfied with the service providers response, or if they have made no response within 1 month from the date of the notification, and you wish to pursue the complaint you should send a completed complaint from **(Form ODEI 2)** to the Director of Equality Investigations.

This notification must be made within 6 months of the incident. If the Director of Equality Investigations is satisfied that exceptional circumstances prevented you from notifying the service provider within **6 months**, this period may be extended to 12 months by the Director.

## Step 5

Upon receipt of a complaint the Director of Equality Investigations will either refer your case to an Equality Officer for investigation or to an Equality Mediation Officer for Mediation.

## Investigation

If your case proceeds to investigation, you will normally be asked for a detailed submission, setting out the facts of the case. The submission will be copied to the other party who will in turn be asked for a detailed submission, which will be copied to you. Every effort will be made to arrange for a joint hearing between the parties within 2 months of receipt of these submissions, and to issue a Decision as soon as possible thereafter.

## Mediation

There is an option of mediation if the Director considers your complaint could be resolved in this way and the other party does not object. If so, every effort will be made to offer you the first appointment for mediation within 28 days of receipt of your complaint. Mediation is held in private. A mediated settlement is binding.

## Redress

Where an Equality Officer upholds the complaint of discrimination, he/she may award compensation of up to €6,349 and/or require that a particular course of action be taken. Decisions may be appealed to the Circuit Court within 42 days from the date of the Decision. If a Decision or Mediated Agreement is not complied with, it may be enforced through the Circuit Court.

### **For further information/details contact:**

**Office of the Director of Equality Investigations (ODEI),  
3 Clonmel Street, Dublin 2.  
Tel: (01) 4774100 Fax: (01) 4774141  
Email: [info@odei.ie](mailto:info@odei.ie)  
Website: [www.odei.ie](http://www.odei.ie)**

### **Information Note: The Role of the Office of the Director of Equality Investigations**

The office is a quasi-judicial body, established under the Employment Equality Act, 1998. The Director of Equality investigations presides over a number of equality officers and all equality officers are statutorily independent in the performance of their duties.

A case referred to the director will be delegated by her to an equality officer for investigation and decision. The equality officer will seek the views of both parties, initially by written exchange. He or she may ask for further information which is relevant to the investigation and has extensive statutory powers to obtain it - though it is rarely necessary to invoke them. A hearing is then held, and the equality officer subsequently issues a detailed written decision which is legally binding.

Complaints may be brought in the first instance to the ODEI except in the case of discriminatory dismissals, which must be brought to the Labour Court. Any gender claim (including gender-related dismissal) may be brought to the Circuit Court in which cases its jurisdiction is unlimited.

There is a statutory right of appeal from a decision by the equality officer. Under the Employment Equality Act, the appeal lies to the Labour Court. Under the Equal Status Act, the appeal lies to the Circuit Court. The Circuit Court also has an enforcement role under both acts if an equality officer's decision is not implemented. It can also make an award for costs (note that equality officers do not have this power).

The ODEI in its decisions to date has specified various courses of actions to employers, including:

- Formulation or revision of equal opportunities' policy;
- Circulation to all employees of equal opportunities' policy;
- Establishment of sexual harassment complaints procedure;
- Establishment of transparent procedures for employment compensation to include, inter alia, drafting of clear job specifications;
- Audit of all policies to ensure equal opportunities for men and women.

### **Remedies:**

The ODEI may provide one or more of the following remedies as may be appropriate:

- In an equal pay claim, compensation in the form of arrears of pay for up to three years before the date of the referral of the claim
- An order for equal pay from the date of the referral of the claim
- Compensation in an amount of up to two years' remuneration or €12,679
- An equal treatment order

# APPENDIX 3:

## Equality Proofing Template

This appendix is a condensed version of a document produced by the Equality Authority to provide the City and County Development Boards (CDBs) with a practical template to support them and their constituent partners to equality proof their plans. The template has been tailored primarily for the CDBs but the steps involved and questions posed in the three stage proofing process can be utilised and adapted to any setting.

This template provides guidelines to support the equality proofing of one's strategic plans and services. The document does not seek to provide the definitive equality-proofing template but is merely an initial attempt to provide a set of guidelines, questions and actions that might support fulfilling a stated commitment to equality proof one's plans and/or services.

### What does 'Proofing' involve?

Equality Proofing involves placing equality at the centre of decision-making. This facilitates the establishment of an equality dimension to all objectives. It includes:

- Assessing the impact of plans on groups experiencing inequality.
- Resourcing participation of those affected by inequality.
- Focusing attention on equality outcomes.

The national agreement, the Programme for Prosperity and Fairness, contains an important commitment to Equality Proofing. A commitment is made to developing and resourcing a learning phase for Equality Proofing. As part of this learning phase, the report recommends piloting an equality proofing initiative with the County Development Boards with a view to progressing the implementation of equality proofing procedures at local and regional levels.

### Using the Template

The template consists of three linked stages:

- Pre-proofing
- The Proofing moment
- Post-proofing

The focus of the template and the proofing process is the 'Proofing moment'. Each stage is associated with a number of considerations and actions, examples

of which are identified in the text. Different equality dimensions are addressed in the three stages (Pre-proofing, Proofing, Post-proofing).

The focus of the model is Proofing at the Point of Decision Making and the questions/criteria laid out under this stage will be used as decision-making reference points. This decision making stage is supported by the equality preparedness stage, (Pre-proofing) which introduces the necessary prerequisites to equality proofing at the point of decision. It is also supported by post proofing considerations, which provides a context for further development of the equality agenda and the equality proofing process itself. The template is relatively simple to work, although it clearly requires time and commitment to work through and also requires you to make decisions that ultimately have implications in terms of targets, indicators, activities, monitoring and evaluation. This encourages a strategic rather than a tick-box approach.

## **STAGE 1: PRE-PROOFING CONSIDERATIONS**

The following actions need to be carried out in order to set the context for equality proofing.

- The participation of groups experiencing inequality needs to be facilitated in the planning process. Resources are required to ensure their effective participation. Innovative or effective actions to involve representatives of the different grounds and to address the different mobility and accessibility requirements of those represented across the nine grounds may need to be developed. These could include advertisements on local radio and press, contacts through Partnership Companies or other local development organisations and linkages with local and where necessary national representative organisations. Where there is no organised representation a survey could be conducted to assess needs.
- It is important that capacity-building activities in relation to equality issues and strategies is provided for the CDBs and working group members. Equality/diversity sensitivity training of officials and service providers could be provided. It would support the exploration of how service provision can best reflect the different political, cultural, social and economic needs and identities of different groups represented under the nine grounds. Where possible training should be designed and delivered in conjunction with equality interests.
- The identification of any existing data across the nine grounds at this Pre-proofing stage is necessary to inform the planning processes. Although it is recognised that there will be data deficits across some of the grounds, it is important that CDBs begin building the picture. Strategies could be developed to address these data deficits. These strategies should include the collection of both qualitative and quantitative data.
- It is important to check proposed actions with other relevant developments to ensure consistency across policy developments and commitments nationally and locally. These would include the recommendations of the Report of the Task Force on the Travelling Community, the

recommendations contained in the report from the Commission on the Status of People with Disabilities, and the new National Plan for Women and the work of the Equality Authority advisory committee on the equality agendas for older people and gays, lesbians and bisexuals.

## **STAGE 2: THE PROOFING MOMENT**

### Introduction

This stage involves proofing at the point of decision-making, the core focus of the Proofing Template. The process of how to proof the decision-making must be agreed between all stakeholders. It is important to agree how this will happen in advance of taking decisions. It is important that this exercise is conducted in a participative manner. Those groups experiencing inequalities need to be resourced to facilitate participation. There are a number of options available.

- First the drafters of the strategy might conduct the proofing exercise by applying the questions set out below to their work. The results of this process could then be presented to equality interests.
- The proofing exercise could be organised when the draft chapters or recommendations for County Development Board strategies become available. A specific meeting could be organised to apply the questions set out below to the recommendations. Representatives of local equality interests could participate in this meeting.
- The proofing exercise could be incorporated into the general consultation processes already in place. A meeting with a specific focus on equality, which includes equality interests in your area, could be convened. If there are no local representative bodies or spokespersons for some of the grounds, national representative organisations could be invited. This meeting would consider the questions set out below and how they have been addressed in the strategy.
- A small working group of the CDB could be convened including representatives of the nine grounds to carry out the proofing exercise.
- When the strategy document is drawn up, the questions set out below could be applied by an independent proofing team, which had not been involved in the design of the strategy.

Whichever option or set of options is chosen, the process involved is the same. The questions set out below are applied to the plan, a chapter and/or recommendations. The answers are considered and a further development of the plan/chapter or recommendations is made on foot of the work done in answering the questions.

The questions that need to be posed during this process are broken down into three areas: **Taking account of difference; Targeting; Growing the equality agenda.**

## 2.1 Questions on Taking Account of Difference

These questions are primarily concerned with whether and to what effect we have taken account of difference in terms of:

- **Identity** - values and norms held by a particular group.
- **Experience** - relationships between group members and service providers and the wider society.
- **Situation** - status of the group in terms of resources, housing, labour market, education etc.

They are focused on the design of mainstream provision within the strategy plans. When you have identified the elements of difference across the different grounds and its practical relevance to the actions or measures you are planning, the strategy plans should be checked to ensure that difference has been accommodated.

**Q. Have we considered the relevance of difference, as it applies to each of the nine grounds, to the measures we are planning?**

**Q. Have we involved groups experiencing inequalities in the identification of the practical implications of difference?**

**Q. Have we taken account of difference and its practical implications in the design of the measures we are planning so that they are relevant and accessible to groups within each of the nine grounds?**

## 2.2. Questions on Targeting

These questions focus on the issue of targeting. It is important to note that even if mainstream measures are designed and delivered in a manner, which accommodates diversity, there may sometimes be a need for targeted initiatives that seek to address:

- The effects of a past history of exclusion.
- The resource needs that are specific to a particular group.
- The creation of conditions for groups to access mainstream measures.

**Q. Have we identified the specific needs of lone parents, Black and minority ethnic groups including Travellers, religious minorities, people with disabilities, women, gay, lesbian and bisexual people, carers and older and younger people in the following areas:**

- Accommodation
- Education & Training
- Welfare
- Health
- Culture
- Employment

**Q. Have we allocated adequate resources in targeted measures to meet these needs?**

**Q. Have we set targets and indicators relevant to each of these groups?**

**Q. Have we agreed how these targets will be measured and outcomes evaluated?**

### 2.3. Questions on Further Developing the Equality Agenda

These questions are about continuing to build the equality agenda during implementation of the Plan:

**Q. Do we make commitments to evolve a capacity within implementing organisations to realise equality outcomes?**

**Q. Are there commitments to:**

- Developing an equal status policy within organisations?
- Identifying a driver for equality within implementing organisations?

**Q. Do we make commitments to resourcing participation of equality interests in the implementation of our plan?**

**Q. Do we make commitments to conduct equality reviews and action plans with implementing organisations?**

*Under the Equality legislation the Equality Authority can invite organisations to review the equality situation in their organisations to both their human resource and customer service functions. An action plan to enhance equality outcomes is devised on foot of this review.*

**Q. Do we identify a number of mainstream measures, which will be subject to a detailed Equality Impact Assessment exercise? These could be done on one measure under accommodation, training and education, welfare, employment, culture.**

An Equality Impact Assessment is an instrument for assessing the impact of policy on agreed equality objectives and on specific groups experiencing inequality. It is an exact evaluation. This means that the impact on agreed equality objectives and on relevant groups from within the nine grounds is assessed before the final decision on a given measure is taken, It is about establishing and applying information (or indicators) to anticipate and establish the effects of the activities and resources committed on the equality agenda.

### **STAGE 3: POST-PROOFING CONSIDERATIONS**

There is a need for subsequent action after the plan has been completed to further build the equality agenda and the equality proofing process.

- There is a need to include and involve equality interests in decision-making with reference to implementation and the evaluation of actions. The monitoring and review of equality impacts and outcomes is critical in this regard.
- The capacity to monitor and review from an equality perspective will be greatly facilitated by further developing data collection across the nine grounds and by further applying an impact assessment at the planning and initial appraisal stages of activity.
- Capacity at City/County Development Board and individual agency level to implement equality objectives and to equality proof could be further developed. Such activity might include:
  - The identification of models of good practice for mainstreaming purposes.
  - The further development of senior management and staff capacity to address equality issues in relevant organisations through training and networking.
  - The development and dissemination of equality materials and resources by service providers.

Adapted from **An Equality Proofing Template for the City and County Development Boards by The Equality Authority.**

# APPENDIX 4:

## Support Agencies and Services

This Appendix gives a comprehensive but not exhaustive listing of the primary agencies with responsibility for providing services and supports on equality issues, the legalities of equality related issues and who campaign /advocate on behalf of equal rights and equality related issues.

### **DEPARTMENT OF JUSTICE, EQUALITY AND LAW REFORM**

**Pinebrook House, 71-74 St. Stephen's Green, Dublin 2.**

**Tel: (01) 602 8202 Fax: (01) 661 5461**

**Email: [info@justice.ie](mailto:info@justice.ie)**

**Website: [www.justice.ie](http://www.justice.ie)**

The Department of Justice, Equality and Law Reform was the government department whose primary functions included equality related issues. However in March, 2010 the decision was taken to transfer responsibility for equality, disability, integration and human rights matters from the Department to the new Department of Community, Equality and Gaeltacht Affairs. The following Divisions of the Department and Agencies will be transferring to the new Department of Community, Equality and Gaeltacht Affairs: Gender Equality Division; Disability Equality Division; Diversity and Equality Law Division; Office of the Minister for Integration; Equality Tribunal; Equality Authority; National Disability Authority and the Office of the Data Protection Commissioner. These changes take place once the legal instrument to give effect to the changes has been completed.

### **EQUALITY AUTHORITY**

**Birchgrove House, Roscrea, Co. Tipperary.**

**Tel: (01) 505 24126 Fax: (01) 505 22388**

**E-mail: [info@equality.ie](mailto:info@equality.ie)**

**Website: [www.equality.ie](http://www.equality.ie)**

The main aims of the Equality Authority are to eliminate discrimination and to promote equality of opportunity. It provides information to the public in relation to equality legislation, the Maternity Protection Act, 1994, the Adoptive Leave Act, 1995 and the Parental Leave Act, 1998 and is charged with keeping equality legislation under review.

### **IRISH TRAVELLER MOVEMENT (ITM)**

**4/5 Eustace Street, Dublin 2.**

**Tel: (01) 6796577 Fax: (01) 6796578**

**Email: [itmtrav@indigo.ie](mailto:itmtrav@indigo.ie)**

**Web: [www.itmtrav.ie](http://www.itmtrav.ie)**

Established in 1990 this national network of organisations and individuals working within the Traveller community now has over 80 Traveller organisations from all parts of Ireland in its membership and consists of a partnership between Travellers and settled people committed to seeking full equality for Travellers in Irish society.

**PAVEE POINT****46 North Great Charles Street, Dublin 1.****Tel: (01) 878 0255 Fax: (01) 874 2626****Email: [pavee@iol.ie](mailto:pavee@iol.ie)****Web: [www.paveepoint.ie](http://www.paveepoint.ie)**

Pavee Point is a partnership of Irish Travellers and settled people working together to improve the lives of Irish Travellers through working towards social justice, solidarity, socio-economic development and human rights.

**CHILDREN'S RIGHTS ALLIANCE (CRA)****4 Upper Mount Street, Dublin 2.****Tel: (01) 6629400 Fax: (01) 662 9355****Email: [info@childrensrights.ie](mailto:info@childrensrights.ie)****Website: [www.childrensrights.ie](http://www.childrensrights.ie)**

The Children's Rights Alliance is a coalition of over 90 non-governmental organisations (NGOs) working to secure the rights and needs of children in Ireland, by campaigning for the full implementation of the UN Convention on the Rights of the Child. It aims to improve the lives of all children under 18, through securing the necessary changes in Ireland's laws (strengthening children's rights in the Constitution), policies and services.

**NATIONAL YOUTH COUNCIL OF IRELAND****3 Montague Street, Dublin 2.****Tel: (01) 4784122 Fax: (01) 4783974****Email: [info@youth.ie](mailto:info@youth.ie)****Web: [www.youth.ie](http://www.youth.ie)**

Representative body for voluntary youth organisations in Ireland. NYCI was established in 1967 through the coming together of the principal voluntary youth organisations. NYCI was set up to represent the interests of young people and youth organisations and continues to do this right up to the present day.

**DISABILITY FEDERATION OF IRELAND****Fumbally Court, Fumbally Lane, Dublin 8.****Tel: (01) 4547978 Fax: (01) 4547981****Web: [www.disability-federation.ie](http://www.disability-federation.ie)**

Offers supports and services to disability organisations at national and regional level including advice, information and guidance on a wide range of issues including Governance, Personal Management, Planning, Freedom of Information and Service Agreements.

**IRISH YOUTH JUSTICE SERVICE****2nd Floor, Montague Court, 7-11 Montague Street, Dublin 2.****Tel: (01) 476 8673 Fax: (01) 476 8616****Email: [iyjs@justice.ie](mailto:iyjs@justice.ie)****Website: [www.iyjs.ie](http://www.iyjs.ie)**

The Irish Youth Justice Service (IYJS) is an executive office of the Department of Justice, Equality and Law Reform with responsibility for leading and driving reform in the area of youth justice. Working with the Office of the Minister for Children and Youth Affairs, the IYJS is guided by the principles of the Children Act 2001. The IYJS funds organisations and projects providing services, including Garda and Probation Projects, to young people aged under 18

years who find themselves in conflict with the law. These children may be involved with An Garda Síochána (the Irish police force), the Probation Service and the Courts Service.

#### **EQUALITY TRIBUNAL**

**3 Clonmel Street, Dublin 2.**

**Tel: (01) 477 4100 Fax: (01) 477 4141**

**Email: [info@equalitytribunal.ie](mailto:info@equalitytribunal.ie)**

**Website: [www.equalitytribunal.ie](http://www.equalitytribunal.ie)**

The equality tribunal provides the main focus for redress of first instance for equality cases arising under both employment equality and equal status legislation. Where it appears possible to resolve a case through mediation the Director or an Equality Officer will, subject to the agreement of the parties to the claim, refer the case for mediation. In all other instances or where mediation has been unsuccessful, the Director will investigate each case submitted and will issue a decision in the matter. In conducting investigations, the investigatory powers of the Director extend to entering premises in pursuit of information, interviewing persons with relevant information and securing documentary evidence. There is provision for the award of redress where discrimination is found to have occurred.

#### **GARDA OMBUDSMAN**

**150 Abbey Street Upper, Dublin 1.**

**Tel: (01) 871 6727 Lo-Call 1890 600 800 Fax: (01) 814 7023**

**Email: [info@gsoc.ie](mailto:info@gsoc.ie)**

**Website: [www.gardaombudsman.ie](http://www.gardaombudsman.ie)**

The Garda Ombudsman is responsible for receiving and dealing with all complaints made by members of the public concerning the conduct of members of the Garda Síochána. The Garda Ombudsman's mission is to provide the public with an independent and effective oversight of policing, and to deal with the public's complaints concerning Gardaí fairly and efficiently so that everyone can have confidence in the complaints system.

#### **GAY AND LESBIAN EQUALITY NETWORK (GLEN)**

**Tower 1., Fumbally Court, Fumbally Lane, Dublin 1.**

**Tel: (01) 473 0563 Fax: (01) 454 6663**

**Email: [admin@glen.ie](mailto:admin@glen.ie)**

**Website: [www.glen.ie](http://www.glen.ie)**

GLEN works to achieve full equality and inclusion for lesbian, gay and bisexual (LGB) people in Ireland, and protection from all forms of discrimination. GLEN believes that high ambitions are necessary in order to achieve high quality outcomes and is committed to delivering ambitious change both for our communities and for Ireland. We are working to achieve a future in which LGB people can make an even more creative and dynamic contribution to the social, economic and cultural development of Ireland.

#### **IMMIGRANT COUNCIL OF IRELAND**

**2 Andrews Street, Dublin 2.**

**Tel: (01) 674 0200 Fax: (01) 674 0202**

**Email: [info@immigrantcouncil.ie](mailto:info@immigrantcouncil.ie)**

**Website: [www.immigrantcouncil.ie](http://www.immigrantcouncil.ie)**

The Immigrant Council of Ireland (ICI) is an independent, non-governmental organisation working with and for migrants by providing information and support, advocacy and strategic litigation. The ICI also conduct policy, research and campaign work and provide a training

service for migrant workers; family members of migrants; family members of Irish citizens; international students; non-economically active migrants; visitors; victims of trafficking; undocumented migrants; self-employed / business people; groups or organisations working with migrants in Ireland and State agencies.

#### **IRISH BUSINESS AND EMPLOYERS CONFEDERATION**

**Confederation House, 84-86 Lower Baggot Street, Dublin 2.**

**Tel: (01) 605 1500 Fax: (01) 638 1500**

**Email: [info@ibec.ie](mailto:info@ibec.ie)**

**Website: [www.ibec.ie](http://www.ibec.ie)**

IBEC is the national umbrella organisation for business and employers in Ireland. Its policies and procedures, set by the national council and the board, are implemented by an executive management group. IBEC provides its membership base of over 7500 organisations with knowledge, influence and connections. IBEC staff offer practical employer services as well as the opportunity to network and lobby at an industry level through a web of over 60 business sector associations.

#### **IRISH CONGRESS OF TRADE UNION**

**21/32 Parnell Square, Dublin 1.**

**Tel: (01) 889 7777 Fax: (01) 887 2012**

**Email: [congress@ictu.ie](mailto:congress@ictu.ie)**

**Website: [www.ictu.ie](http://www.ictu.ie)**

Congress is the largest civil society organisation on the island of Ireland, representing and campaigning on behalf of some 832,000 working people. There are currently 55 unions affiliated to Congress, north and south of the border. Congress seeks to achieve a just society - one which recognises the rights of all workers and citizens to enjoy the prosperity and fulfilment which leads to a good quality of life. Quality of life embraces not just material well-being, but freedom of choice to engage in the arts, culture and all aspects of civic life. This vision applies in the context of Ireland, Europe and the wider world and challenges the existing economic order.

#### **IRISH COUNCIL FOR CIVIL LIBERTIES**

**9-13 Blackhall Place, Dublin 7.**

**Tel: (01) 799 4504**

**Email: [info@iccl.ie](mailto:info@iccl.ie)**

**Website: [www.iccl.ie](http://www.iccl.ie)**

The Irish Council for Civil Liberties (ICCL) is Ireland's leading independent human rights watchdog, which monitors, educates and campaigns in order to secure full enjoyment of human rights for everyone. The ICCL works in three key areas monitoring human rights, promoting justice and securing equality.

#### **IRISH HUMAN RIGHTS COMMISSION**

**Fourth Floor, Jervis House, Jervis Street, Dublin 1.**

**Tel: (01) 858 9601 Fax: (01) 858 9606**

**Email: [info@ihrc.ie](mailto:info@ihrc.ie)**

**Website: [www.ihrc.ie](http://www.ihrc.ie)**

The IHRC aims to endeavour to ensure that the human rights of all people in the State are fully realised and protected, in law, in policy and in practice. The Commission will pursue these objectives vigorously and independently. It will do its best to ensure that Irish law and practice

is in line with the highest international standards, measuring our law and practice against the standards set out in the Constitution and in international human rights agreements to which Ireland is a party.

**IRISH REFUGEE COUNCIL**

**Second Floor, Ballast House, Aston Quay, Dublin 2.**

**Tel: (01) 764 5854 Fax: (01) 672 5927**

**Email: [info@irishrefugeecouncil.ie](mailto:info@irishrefugeecouncil.ie)**

**Website: [www.irishrefugee.ie](http://www.irishrefugee.ie)**

The Irish Refugee Council (IRC) is a membership-based, independent non-governmental organisation which has worked with and advocated on behalf of asylum seekers and refugees since 1992. The Irish Refugee Council believes that, in accordance with the 1951 Convention Relating to the Status of Refugees, every person has the right to claim asylum and to have a fair and transparent decision on their application.

**NATIONAL ASSOCIATION OF TRAVELLERS' CENTRES**

**Unit 1, Nestor's Retail Park, Monksland, Athlone, Co. Roscommon.**

**Tel: (090) 6498017 Fax: (090) 6498201**

**Email: [info@nadc.ie](mailto:info@nadc.ie)**

**Website: [www.nadc.ie](http://www.nadc.ie)**

The National Association of Travellers' Centres is a membership organisation, representing Centres of Education and Training (CET) and Youth Work Projects nationally. It is the largest provider of Youth Services to young Travellers in Ireland. The National Association of Travellers' Centres recognises the equality of the Traveller Community by providing programmes, initiatives and services that promote the participation and inclusion of the Traveller Community in Irish Society.

**NATIONAL DISABILITY AUTHORITY**

**25 Clyde Road, Dublin 4.**

**Tel: (01) 608 0400 Fax: (01) 660 9935**

**Email: [nda@nda.ie](mailto:nda@nda.ie)**

**Website: [www.nda.ie](http://www.nda.ie)**

The NDA is an independent statutory agency established under the aegis of the Department of Justice, Equality and Law Reform by the National Disability Authority Act, 1999. The NDA's main remit is to advise the Minister of Justice Equality & Law Reform on issues relating to any disability policies or practice. The NDA also prepares codes of practice that will help achieve high standards and good quality in services for people with disabilities.

# APPENDIX 5:

## USEFUL RESOURCES

This Appendix gives a comprehensive but not exhaustive listing of resource materials, books, research & reports, on equality issues and the legalities of equality related issues.

### **Access All Areas: A Diversity Toolkit for the Youth Work Sector** **By NYCI, 2009**

This resource is essential for anyone working with young people and invites organisations to examine how they currently work and engage with youth from a variety of backgrounds. A series of interactive chapters will enable an individual or a group to see the level of access they are providing to all young people, especially those from minority ethnic communities, young Travellers, lesbian, gay, bisexual or transgender young people, young people with a disability, early school leavers, young people involved in the juvenile justice system, young parents and young people with mental health issues.

*It can be downloaded free from NYCI website at:*

*[http://www.youth.ie/youth\\_work/resources\\_for\\_youth\\_workers/access\\_all\\_areas\\_diversity\\_toolkit](http://www.youth.ie/youth_work/resources_for_youth_workers/access_all_areas_diversity_toolkit)*

### **\*An Ambition for Equality** **By Niall Crowley, 2006**

Book that identifies and explores the different means by which we promote equality and combat discrimination. These means include equality legislation, equality institutions, equality mainstreaming and positive action measures. A range of equality objectives are discussed as a necessary focus for a strategic framework for action on equality. The book also explores the casework under the legislation and casts a critical eye on the provisions in that legislation.

*Available to buy from The Irish Academic Press Publishers [www.irishacademicireland.ie](http://www.irishacademicireland.ie)*

### **\* Building the Picture: The Role of Data in Achieving Equality** **By Ursula Barry**

The availability of appropriate quantitative and qualitative data is essential to the pursuit of equality. Data is required to achieve baseline positions. Is there a problem of inequalities, and what are the dimensions of the problem? There is a need for data to track progress made, or the lack of success. This report makes a significant contribution in setting out the evolution that is required to achieve this and the Equality Authority are committed to developing initiatives out of the conclusions and recommendations of the study.

*Available from: The Equality Authority, Clonmel Street, Dublin 2. Tel: (01) 4173333 Fax: (01) 4173366. E-mail: [info@equality.ie](mailto:info@equality.ie)*

### **\*Changing Ireland** **By NCCRI & the Equality Commission for Northern Ireland, 2006**

Report aimed at promoting a greater awareness of what it means to be part of a minority ethnic group in Ireland. It hopes to highlight Ireland as an increasingly intercultural society and

contribute to combating racism. The report portrays the lives of seven people and their experiences as individuals living in Ireland.

Available to download from: <http://www.nccri.ie/publications-latest.html>

**\*Children's Rights in Ireland – Law, Policy and Practice**

**By Ursula Kilkelly, 2008**

Book outlines current law, policy and practice as it relates to children in all areas of their lives. It tackles a broad range of issues concerning children beyond traditional family law, including constitutional issues, and keeps in step with current thinking and the latest legal practice nationally and internationally.

Available from Tottle Publishing - [www.tottelpublishing.com](http://www.tottelpublishing.com)

**\* Department of Foreign Affairs Second Annual NGO Forum on Human Rights, Dublin Castle 26 June, 1999**

**By Department of Foreign Affairs**

Second annual Forum on Human Rights built on the success of the inaugural event in March, 1998 and is now established as an important date in the Irish human rights calendar. This report is based on a wide-ranging programme, with particularly topical and stimulating panels on Human Rights Commissions in Ireland and Addressing Irish Racism.

Available from: Human Rights Unit, Department of Foreign Affairs, Dublin 2. Tel: (01) 4780822.

**\*Developing a North/ South Agenda for Anti-Racism and Racial Equality Strategies: an Overview of Recent Developments in Ireland and Europe**

**By NCCRI**

Briefing paper originating from a Roundtable meeting on 'Developing a North/ South Agenda for Anti-Racism and Racial Equality Strategies' that was held in the Ballymascanlon Hotel, Dundalk in October 1999. The Roundtable was organised by the Equality Commission for Northern Ireland in Belfast and the National Consultative Committee on Racism and Interculturalism (NCCRI) based in Dublin. The overview outlined in this paper focuses on three policy levels:

- Developments in the Republic of Ireland
- Developments in Northern Ireland
- Developments at a European level

It concludes with a summary of the key outcomes from the discussions concerning the potential of developing a North/ South agenda in addressing racism and promoting racial equality.

Available from: NCCRI, 26 Harcourt Street, Dublin 2. Tel: (01) 4785777.

**Equal Rights and Opportunities for Women and Men in the European Union**

**By European Commission**

One of the series of guides from the 'Citizens First' information campaign produced by the EU on the rights of the individual throughout the EU. The guide looks at equal pay; equal treatment in the workplace; social security rights; rights as a working parent; parental leave and time off and how to get ones rights recognised and enforced.

Available as a download from: <http://citizens.eu.int>

**\* Equality at Work – Policies and Action: Guidelines for Employers from the Employment Equality Agency**

**By the Employment Equality Agency**

These guidelines are intended for organisations that are either considering the adoption of a formal equality policy for the first time or are reviewing an existing policy. It is also intended as a helpful guide for personnel managers and other executive staff charged with the implementation of those policies. The guidelines should also be useful to others, such as trade union officials, concerned with the negotiation or review of equality policies covering their members.

*Available from: Equality Authority, Clonmel Street, Dublin 2. Tel: (01) 4173333 Fax: (01) 4173366. E-mail: info@equality.ie*

**\* Exploring Cultural Values in the Community**

**By Interculture Ireland**

Civic, Social & Political Education aims to enable and empower students to become participative, aware and responsible citizens. As Irish society continues to become more multicultural, it is clear that young people need to develop the knowledge, skills and dispositions necessary to live with, appreciate and benefit from cultural diversity. A prerequisite to interacting comfortably within a multicultural society is an awareness and understanding of one's own culture. This module enables students to begin this process of understanding Irish culture through exploring cultural values within their own communities. This module is designed to highlight for students the realities of cultural values within their communities. It allows them to compare the images they have of being Irish with the reality as experienced at a community level. It helps them to appreciate how diversity can enrich communities.

*Available from: Interculture Ireland, 10a Lower Camden Street, Dublin 2. Tel: (01) 478 2046 Fax: (01) 478 0614.*

**\* International Covenant on Civil and Political Rights: Second Report by Ireland Prepared by the Department of Foreign Affairs**

Co-ordinated by the Human Rights Unit in the Political Division of the Department of Foreign Affairs, this report describes on an article-by article basis the legislative, judicial, administrative or other measures which are in place or have been adopted in Ireland to give effect to the provisions of the Covenant since the completion of the first national report in 1992.

*Available from: Department of Foreign Affairs, Dublin 2. Tel: (01) 4780822*

**\*Life Stories: Exploring Identity with Young People**

**By Johnny Sheehan, 2004**

Educational activity pack that gives a voice to young people from a diverse range of minority groups in Ireland. The young peoples' stories form the backbone of this pack and these stories are supported by group work, simulation games, drama and art activities, which enable young people to explore identity in Ireland and around the world. The pack is divided into 4 sections – the first three outline young people's personal stories and the fourth section seeks to support the youth work practitioner.

**\*National Youth Justice Strategy 2008-2010**

**By Irish Youth Justice Service, 2008**

Strategy covers the years 2008-2010 and deals with children who have already had some contact with the criminal justice system. The aim of the strategy is to provide a coordinated approach among agencies working in the youth justice system over the three years. It sets out a number of goals and how these will be achieved.

*Available to download from*

*<http://www.iyjs.ie/en/IYJS/Strategy%20PDF.pdf/Files/Strategy%20PDF.pdf>*

**\* Northern Ireland Human Rights Commission: Equality Scheme 2000-2005**

**By Northern Ireland Human Rights Commission**

The purpose of this Equality Scheme was to set out how the NIHRC proposes to fulfil those duties in relation to all of its functions, powers and duties in Northern Ireland. The Scheme is a final version of a Draft Equality Scheme, which was issued for consultation by the NIHRC at the end of April 2000. It gives an account of the policies and functions of the NIHRC in relation to the Equality Scheme.

*Available from: Northern Ireland Human Rights Commission, Temple Court, 39 North Street, Belfast, BT1 1NA. Tel: (02890) 243897 Fax: (02890) 247844*

**\* Open Talk Open Minds: Anti-Racist Education for Young People**

**By the Commission for Racial Equality**

Handbook based on a research project, which looks at what is preventing many youth workers from carrying out anti-racist programmes. It looks at why teachers and youth workers find it hard to initiate programmes with white young people, and how youth work organisations can do more to plan and support such activities. The main part of this handbook, however, presents youth workers with some tools to help them overcome some of the fears they voiced about confronting racism. It suggests a number of exercises – reproduced with kind permission from other sources – that can be used to get groups of young people to look at questions of race, racism, ethnic identity and discrimination. There is also a brief description of useful publications and resources.

*Available from: Commission for Racial Equality, Elliott House, 10/12 Allington Street, London SW1E 5EH.*

**\*Our Rights, Our Future – Human Rights Based Approaches in Ireland: Principles, Policies and Practices**

**By Amnesty International Irish Section & The International Human Rights Network, 2006**

Report aimed at providing a basic framework for understanding and promoting human rights based approaches in Ireland today. It is designed to assist civil society in influencing key policy-makers and opinion formers so as to ensure that national policies, law reform and practices are based on human rights.

**Public Attitudes to Disability in Ireland**

**By NDA, 2007**

Report presents findings from a comprehensive study of public attitudes towards people with disabilities in Ireland. The survey was conducted during 2006 and is a follow up to a similar study conducted in 2001. The findings cover a diverse range of topics on attitudes relating to disabilities, including knowledge of disability and general attitudes, education, employment, relationships and knowledge of disability organisations. The results of the study show that

more positive attitudes towards disability are found amongst people with some personal experience of disability.

Available from NDA, 25 Clyde Road, Dublin 2. Tel: 01-6080400 or email [nda@nda.ie](mailto:nda@nda.ie) website [www.nda.ie](http://www.nda.ie)

**\*Show Racism the Red Card Education Pack**

**By Show Racism the Red Card, 2008**

Education pack and DVD containing activities and information for tackling racism in society through the medium of sport. The aim of this pack is to familiarise young people with the causes and consequences of racism and to equip them with a range of skills that will enable them with a range of skills that will enable them to challenge racism. This resource is targeted towards schools but can be used in other learning environments and in general anti-racism training.

Available from [www.srtrc.com](http://www.srtrc.com)

**\* Supporting an Anti-Racist Workplace Resource Pack**

**By IBEC, Congress, CIF & Equality Authority**

Pack aimed at employers and trade union representatives in the public and private sectors. It should be useful in terms of developing good anti-racist policy and practice in the workplace in relation to employees and customers. It is also expected that the pack will be useful to partnership companies, which bring together the social partners at a local level.

Available from: Equality Authority, Clonmel Street, Dublin 2. Tel: (01) 417 3333 Fax: (01) 417 3366. E-mail: [info@equality.ie](mailto:info@equality.ie)

Or IBEC, Confederation House, 84-86 Lower Baggot Street, Dublin 2. Tel: (01) 660 1011 Fax: (01) 660 1717. E-mail: [info@ibec.ie](mailto:info@ibec.ie)

**Voices of Immigrants: The Challenges of Inclusion**

**By Patricia & Carmel Kelleher, 2004**

Study commissioned by the Immigrant Council of Ireland, which aims at providing a voice to immigrants and their families who are living in Ireland, by exploring some of their experiences including their reasons for coming to Ireland, what it is like to work away from home and issues relating to the family and communities issues. The study also seeks to inform public opinion as well as governmental and non-governmental policies and strategies that affect them.

Available from: Immigrant Council of Ireland, 2 Andrews Street, Dublin 2, Tel: (01) 674 0200 Fax: (01) 674 0202, Email: [info@immigrantcouncil.ie](mailto:info@immigrantcouncil.ie), Website: [www.immigrantcouncil.ie](http://www.immigrantcouncil.ie)

**All items marked \* are available either for sale or loan from the Irish Youth Work Centre.**

Youth Work Ireland,  
20 Lower Dominick Street, Dublin 1.  
Tel: 01-8584500 Fax: 01-8724183  
Email: [fbissett@youthworkireland.ie](mailto:fbissett@youthworkireland.ie)  
Website: [www.iywc.ie](http://www.iywc.ie)



# Youth Work Ireland Members

## **CANAL COMMUNITIES REGIONAL YOUTH SERVICE**

23 Tyreconnell Road, Inchicore,  
Dublin 8.  
(t) 01-4738439  
(f) 01-4738440  
(e) info@ccrys.org  
(w) www.ccrys.org

## **CARLOW REGIONAL YOUTH SERVICE**

Montgomery House, Athy Road, Carlow.  
(t) 059-9130476  
(f) 059-9140903  
(e) carlowys@iol.ie  
(w) www.carlowys.ie

## **CDYS YOUTH WORK IRELAND**

Mallow Community Youth Centre,  
New Road, Mallow, Co. Cork.  
(t) 022-53526  
(f) 022-53456  
(e) admincdys@eircom.net  
(w) www.cdys.ie

## **CLARE YOUTH SERVICE**

Carmody Street, Ennis, Co. Clare.  
(t) 065-6845350  
(f) 065-6829416  
(e) info@clareyouthservice.org  
(w) www.clareyouthservice.org

## **DONEGAL YOUTH SERVICE**

16-18 Port Road, Letterkenny,  
Co. Donegal.  
(t) 074-9129630  
(f) 074-9127612  
(e) dys@eircom.net /  
yicletterkenny@eircom.net  
(w) www.donegal-youthservice.ie

## **FDYS YOUTH WORK IRELAND**

Francis Street, Wexford.  
(t) 053-9123262  
(f) 053-9123880  
(e) fdys@iol.ie  
(w) www.youthworkireland.ie/wexford

## **KERRY DIOCESAN YOUTH SERVICE**

Fairhill, Killarney, Co. Kerry.  
(t) 064-6631748  
(f) 064-6636770  
(e) killarney@kdys.ie  
(w) www.kdys.ie

## **KILDARE YOUTH SERVICES**

Canal Stores, Basin Street, Naas,  
Co. Kildare.  
(t) 045-897893  
(f) 045-897966  
(e) reception@kys.ie  
(w) www.kys.ie

## **LIMERICK YOUTH SERVICE**

5 Lower Glentworth Street, Limerick.  
(t) 061-412444  
(f) 061-412795  
(e) lys@limerickyouthservice.com  
(w) limerickyouthservice.com

## **MEATH YOUTH FEDERATION**

14 Ludlow Street, Navan, Co. Meath.  
(t) 046-9022707  
(f) 046-9075239  
(e) myfed@eircom.net  
(w) www.community.meath.ie

## **MIDLANDS REGIONAL YOUTH SERVICE**

13 Church Street, Athlone,  
Co. Westmeath.  
(t) 090-6477075  
(f) 090-6477076  
(e) midyouth@eircom.net  
(w) www.mrys.org

## **NORTH CONNAUGHT YOUTH SERVICE**

Rockwood Parade, Sligo  
(t) 071-9145578  
(f) 071-9145578  
(e) youthservice@eircom.net  
(w) www.ncycs.ie

**OSSORY YOUTH**

Desert Hall, New Street, Kilkenny.  
(t) 056-7761200  
(f) 056-7752358  
(e) admin@ossoryyouth.com  
(w) www.ossoryyouth.com

**YOUTH WORK IRELAND LAOIS**

Shamrock House, Abbeyleix Road,  
Portlaoise, Co. Laois.  
(t) 057-8665010  
(f) 057-8665010  
(e) laoisyouth@gmail.com  
(w) www.ywilaois.ie

**TIPPERARY REGIONAL YOUTH SERVICE**

Croke Street, Thurles, Co. Tipperary.  
(t) 0504-23426  
(f) 0504-23854  
(e) trysmanager@eircom.net  
(w) www.trys.ie

**YOUTH WORK IRELAND LOUTH**

Rivercourt Business Centre, Dundalk,  
Co. Louth  
(t) 042-9338323  
(f) 042-9337953  
(e) kevin@lyf.ie

**WATERFORD & SOUTH TIPPERARY COMMUNITY YOUTH SERVICE**

Edmund Rice Youth & Community  
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