

Public sector equality and human rights duty

Implementation and action plan 2026 - 2028



Equality

Human Rights

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Safefood's mission is to improve public health and well-being, by promoting food safety and healthy eating on the island of Ireland.

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This document is available on the Safefood website at www.safefood.net and in paper format. The documentation is also available on request in alternative formats where reasonably practicable, such as large print, Braille, audio, disc, and other languages for those whose first language is not English.

If you require the document in an alternative format, please do not hesitate to contact us via the details above.

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1 Background to the public sector duty

All public bodies in Ireland, including Safefood have a duty to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans.

Since 2014, the Public Sector Equality and Human Rights Duty (also known as the Public Sector Duty) has been part of the legislative framework governing human rights and equality in Ireland. Section 42 (1) of the Irish Human Rights and Equality Commission Act 2014 states that:

42.1 A public body shall, in the performance of its functions, have regard to the need to:

- Eliminate discrimination.
- Promote equality of opportunity and treatment of its staff and the persons to whom it provides services.
- Protect the human rights of its members, staff and the persons to whom it provides services.

Section 42.2(a) and (b) sets out what a public body is required to do in order to give effect to this Duty to have regard to the need to eliminate discrimination, promote equality of opportunity for and protect the human rights of its employees, service users, members and policy beneficiaries.

S42.2 (a) and (b):

- (a) set out in a manner that is accessible to the public in its strategic plan (howsoever described) an assessment of the human rights and equality issues it believes to be relevant to the functions and purpose of the body and the policies, plans and actions in place or proposed to be put in place to address those issues, and
- (b) report in a manner that is accessible to the public on developments and achievements in that regard in its annual report (howsoever described).

Section 29 of the Irish Human Rights and Equality Act 2014 defines human rights, for the purposes of the Duty, as meaning those rights and freedoms of individuals which are protected by the Irish Constitution, by the European Convention on Human Rights Act 2003 and by provisions in other international treaties which have been given “the force of law” in Ireland. Many of the State’s equality and anti-discrimination protections are derived from EU law including the EU Charter on Fundamental Rights and the EU Equality Directives which underpin Ireland’s equality legislation.

The Irish Human Rights and Equality Commission (IHREC) has a specified role in driving and overseeing compliance with Section 42 (1) of the Irish Human Rights and Equality Commission Act 2014. They also provide guidance and encourage public bodies in developing specific assessment tools, policies and human rights and equality proofing.

The groups identified for the Duty are those groups protected under equality legislation under the nine grounds of:



- a tenth group of those at risk of poverty, discrimination, and social exclusion, on the basis of their disadvantaged socio-economic status

2 Safefood – its origins and functions

Safefood is a North-South Body, responsible for the promotion of food safety and healthy eating on the island of Ireland. It was established in 1999 under the terms of the British-Irish Agreement Act 1999 and the North-South Co-operation (Implementation Bodies) Northern Ireland Order 1999. The establishing legislation provides for:

- the promotion of food safety.
- research into food safety.
- the promotion of scientific cooperation and linkages between laboratories.
- surveillance of food-borne diseases.
- the development of cost-effective facilities for specialised laboratory testing.

There is also a requirement to provide advice of the nutritional aspects of various foods.

Funding is provided by the Oireachtas in Ireland and by the Northern Ireland Assembly. Seventy per cent of the funding is provided by the Department of Health in Ireland (DOHI), and the balance (thirty per cent) is provided by the Department of Health in Northern Ireland (DOHNI).

The functions of the Body are carried out by the Chief Executive Officer (CEO) under the policy direction of the North-South Ministerial Council (NSMC). There is a twelve-member Advisory Board and a Safefood Advisory Committee (SAC) to assist and advise the CEO in the discharge of Safefood's functions. Members of the Advisory Board and the Advisory Committee are appointed by the NSMC. Members of the Advisory Committee include experts with a broad range of professional expertise, experience and backgrounds.

Background to Safefood

Safefood's role is to promote food safety and provide nutritional advice on the island of Ireland in accordance with its legislative remit. This is achieved by building an evidence base of sound and authoritative science that is used to

influence policy and to promote behaviour change in the overall interests of improved public health. Safefood has made it a priority to work in partnership with key stakeholders on the island of Ireland and to utilise innovative approaches to support it in:

- communicating clearly, in a direct and supportive manner,
- promoting a better understanding of food safety, nutrition, and healthy eating, and,
- encouraging healthier, safer, and sustainable food choices by consumers and those involved in the food chain.

People and the food environment on the island of Ireland are at the centre of both the vision and mission of Safefood and it uses best practice, including behaviour change theory and techniques, to develop targeted messages to further educate, inform, and motivate people to put food safety and healthy eating at the core of their lifestyle choices. It seeks to systematically use behaviour change techniques, market research and message authentication techniques involving the target audience across the development and evaluation of its work to ensure that it brings relevant, practical, targeted, and timely information to the public. It strives to create messages and develop initiatives that are rooted in the everyday lives of its target audiences and communicate with people in the context of what matters to them regarding food and health.

3 Assessment of equality and human rights issues

Safefood has undertaken this assessment of equality and human rights issues in compliance with its legal obligations under Section 42 of the Irish Human Rights and Equality Commission Act 2014. In giving effect to the Duty, step one of the Duty requires a public body to prepare and make publicly available an assessment of the equality and human rights issues relevant to its functions, for the identified groups under the Duty. In undertaking this assessment, Safefood has ensured alignment with guidance issued by the Irish Human Rights and Equality Commission.

The purpose of the assessment is to identify the equality and human rights issues facing the identified groups for the Duty, that have relevance to the functions of Safefood. This assessment of equality and human rights issues is not an assessment of Safefood in regard to its work. Nor does it set out the specific actions, plans or policies that Safefood are undertaking or intend to undertake, to address these issues.

This assessment is developed from the available up-to-date research on the equality and human rights issues for the identified groups, of relevance to the functions of Safefood. While much of the available data provides more generalized information on barriers and challenges faced by the identified groups, these barriers and challenges are of relevance for the sector.

This assessment is a living document in that it can be informed and evolved in its application based on new learning and new sources of data. It will be formally reviewed on a cyclical basis when the corporate plan is being prepared, at which point a new assessment and Safefood implementation and action plan for the Duty will be undertaken.

4 Findings of the assessment of equality and human rights issues

The assessment of equality and human rights issues uses an evidence-based approach. The assessment is informed by research and data on barriers and challenges faced by identified groups within Ireland.

The findings below focus on the assessment of equality and human rights issues within Irish society that are relevant to Safefood's functions. The findings highlight the challenges faced by the identified groups and provide insights into the barriers they encounter living in Ireland.

The research identifies the persistent discrimination, harassment, and bias faced by Travellers, minority ethnic communities, disabled people, transgender individuals, LGBTI people, and older adults across employment and essential services. The evidence highlights the prevalence of negative stereotypes, pressure to conceal identities, and the chronic underreporting of such issues, noting that vulnerable groups are especially at risk and also suffer from significant health inequalities.

Access to services and employment is hindered by issues such as language barriers, limited literacy, high costs, digital exclusion, and cultural challenges. Transgender individuals are particularly affected by extended waiting times and insufficient support for transition-related needs. High unemployment persists among young people, lone parents, disabled persons, and minorities, largely due to inadequate workplace accommodations, compulsory retirement policies, and underrepresentation. There is also a widespread lack of flexible and inclusive practices such as universal design, reasonable adjustments, and cultural sensitivity within workplaces and service provision. Furthermore, communication remains a significant obstacle, with insufficient interpretation, translation services, and accessible information for disabled individuals and non-native speakers.

There is a significant lack of diversity and gender balance in senior leadership positions, with few women or individuals from minority groups represented. Organisational structures often reinforce this imbalance, and engagement with

service users is frequently disempowering; health professionals may display poor communication and insufficient cultural competence, leading to negative experiences for disabled people, LGBTI individuals, Travellers, and minority ethnic communities. Moreover, participation in decision-making processes is restricted, as consultation practices rarely prioritise diversity and disabled people often have limited autonomy.

In conclusion, the findings highlight systemic barriers and inequalities faced by the identified groups in employment, service access, and decision-making. These issues are rooted in discrimination, stereotyping, lack of accommodations, and insufficient cultural competence. Taking account of these challenges is essential for Safefood to fulfil its Public Sector Equality and Human Rights Duty effectively.

Current position and challenges for Safefood

Food safety and healthy eating are increasingly important locally and globally, guiding Safefood's efforts to support consumers. With obesity a major public health issue in Ireland, creating supportive environments helps people make better food choices. Safefood will focus on clear messaging and practical initiatives that connect with people's daily concerns about food and health.

Importance of Nutrition and Food Safety to Health

Obesity is a chronic, complex disease affecting people across all demographics and is linked to conditions like type 2 diabetes, cardiovascular and respiratory diseases, certain cancers, pain, and musculoskeletal issues. Children with obesity may face social challenges, including bullying and exclusion. Multiple factors contribute to obesity in both children and adults—such as food environments, physical activity, media influences, social determinants, and genetics—most of which are beyond individual control.

Studies on health inequalities indicate that certain groups, such as men, individuals with disabilities, young people, and young mothers, are disproportionately represented at lower socio-economic levels. Multiple factors contribute to an increased risk of poverty, with key determinants including childhood experiences—such as childhood poverty and parental qualifications—

and family dynamics like family breakdown. Additional factors identified include disability, labour market conditions (e.g., unemployment), personal and parental substance abuse, residence in rural areas, debt, and ethnicity.

Some examples of recent developments were: -

Inequalities in Access to Safe and Healthy Eating on the island of Ireland

Safefood research has identified single-parent families, older people, low-income families with teenagers, young people, and people with disabilities as being most at risk of unequal access to safe, healthy food. These groups span all equality categories, so Safefood's messaging must be inclusive. Food poverty and unsafe eating remain significant issues in Ireland.

Safefood addresses equality and access concerns through initiatives like Community Food Initiatives (CFIs), the Knowledge Network, the All-island Food Poverty Network, and partnerships with NGOs, community groups, and government bodies across Ireland.

Food Environment Campaign 2024-2028

In June 2024, a new Food Environment campaign was launched with health agencies in Ireland and Northern Ireland to highlight how unhealthy food environments harm children. The campaign continued through 2025 to increase public awareness of the issue.

Community Food Initiatives (CFIs)

Safefood has funded Community Food Initiatives (CFIs) since 2010, supporting sustainable food projects that promote lifelong skills and healthier choices. This local approach benefits individuals and communities across Ireland, and Safefood anticipates continued positive impact from CFI work.

Safefood's Community Food Initiatives Programme helps families in low-income areas develop skills in healthy eating, smart shopping, and cooking. These

practical abilities benefit whole communities. The CFI model shows how working with local groups encourages healthier food choices and lifelong learning. Funding has supported forty-four projects and positively impacted over 40,000 people.

Launched in March 2022, the 2022-2024 programme funded thirteen leader community food programmes across Northern Ireland and Ireland. Safefood also supported thirty-nine small local projects—27 in Ireland and 12 in Northern Ireland—addressing healthy eating and food skills. The programme aimed to improve eating habits among families with children in low-income areas.

In 2024, Community Food Initiatives Leaders and others in the food poverty sector gathered to share updates on projects from the 2022-2024 programme. Leaders discussed their activities and the positive impact these initiatives had across communities in Ireland.

In March 2025, two videos promoting the Community Food Initiative's impact and funding applications were launched. Filmed in Galway and Belfast in late 2024, they received 223,967 views and 338 interactions across social media and YouTube.

In February 2025, Safefood and SECAD launched funding applications for the Community Food Initiatives Programme 2025-2028. The notice reached broad networks, and applications closed in March. Two information sessions were held, resulting in 41 submissions (29 from Ireland, 12 from Northern Ireland), which were evaluated in April. Later in 2025, applications opened for the CFI cross-border partnership and CFI innovate schemes.

Knowledge Network

Safefood's cross-border position enables collaboration with stakeholders in food, public health, and health promotion to enhance the food chain's integrity. The Knowledge Network comprises over 3,900 members from food businesses, regulatory bodies, labs, research, and education, providing a platform for sharing food safety information. Additionally, there are about 5,800 Safefood for business

users, with over 5,000 currently active.

The Safefood for Business (SFFB) eLearning platform maintained strong growth, reaching about 10,250 registered users by March 2025, with over 9,300 active users. A new three-year Knowledge Network Programme strategy launched in July 2025.

All-island Food Poverty Network

Food poverty, the lack of access to a nutritious diet, affects many in Ireland. Established in 2009, the Network coordinates efforts to address food poverty, promotes collaboration and shared learning, and is co-chaired by Safefood and the Food Standards Agency, Northern Ireland.

The forum comprises representatives from eighteen organisations, including government departments, agencies, academic institutions, and non-governmental organisations. Members convene regularly to exchange expertise and insights aimed at addressing food poverty on the island.

The All-island Food Poverty Network held its annual event on 17 September 2024 in Belfast and online, focusing on food poverty discussions across Ireland. Speakers shared strategies for addressing food poverty and highlighted community interventions. The event had 101 online and 47 in-person participants. In early 2025, the main network and its Ireland and NI subgroups continued regular meetings.

Partnership Working

Partnership is central to Safefood's mission as a North/South organisation. Across our communication campaigns, scientific studies, and professional networks, working collaboratively helps us build meaningful connections and enduring relationships throughout the island of Ireland.

A new "Healthy eating for sport" resource was created with the GAA in 2024 and distributed in print to U10 teams in 600 GAA healthy clubs, representing 28% of

the more than 2,200 clubs across Ireland that year. These materials were also uploaded digitally to 'Tobar,' the GAA's online learning platform and hub for coaches and teams.

In 2023, Safefood began a partnership with Special Olympics Ireland, launching the "Health@Play" programme. This initiative uses engaging games designed to teach healthy habits to young athletes and their parents. "Health@Play" is the first programme offering health education through sport specifically for children aged 4-15 with intellectual disabilities, delivered within community clubs and schools. For 2024, agreed Key Performance Indicators (KPIs) included involvement from five clubs, reaching 100 athletes and 100 parents. The initial information session for interested parents and coaches took place in April 2024, encouraging participation in the programme. Four clubs from Athy, Galway, Waterford, and Down received training in April 2024, with the first club beginning delivery in May. An additional five groups attended a 'Health@Play' coach training session in February 2025. Safefood is committed to ensuring that, in its daily operations and stakeholder interactions, no member of the public or stakeholder faces discrimination on any protected ground, such as gender, civil or family status, sexual orientation, disability, age, race, religion, or Traveller community membership. Equal treatment is also extended to all Safefood staff.

Other qualitative and quantitative data

A review of other relevant internal quantitative and qualitative data was carried out to identify any potential inequalities or opportunities to promote equality of opportunity. This included discussions with management and review of previous equality screening templates and equality action plans.

The following were identified as potential areas where opportunities for further actions to promote equality of opportunity could be taken:

a. Safefood redesigned its website in line with the Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations that came into effect on 23 September 2018. Safefood has consistently responded to requests for alternative communications within the agreed timescales. Given the overall low number of requests, the measures from the previous Action Plan have been

carried over with view to improving access to information for service users with alternative communication needs.

b. Maintaining the accessibility of documents on the website is an ongoing process and requires staff to have training on accessibility. Safefood has prioritised the documents that need to be made accessible for public use and continues to work on making all documents on the website accessible.

c. The Safefood Disability Action Plan (DAP) has also been revised and updated for the period 2026-2030 and was issued for consultation in November 2025.

5 Enabling implementation of the duty

The Public Sector Equality and Human Rights Duty places a statutory obligation on public bodies to eliminate discrimination, promote equality of opportunity and protect the human rights of staff and those to whom they provide services, when carrying out their daily work.

Section 42 of the Irish Human Rights and Equality Commission Act 2014 requires Safefood, as a public body, having regard to its functions, purpose, size, and resources available to it, to:

1. **Assess** - In preparing strategic plans, public sector bodies must assess and identify the human rights and equality issues that are relevant to their functions. These issues must relate to all its functions as policy maker, employer and service provider.
2. **Address** - Public bodies must then identify the policies and practices that they have in place or that they plan to put in place to address these issues.
3. **Report** - In their annual reports, or equivalent documents, public bodies must report in a manner accessible to the public, on their developments and achievements in that regard.

Safefood is committed to fulfilling its obligations under Section 42 of the Act by advancing equality and respect for human rights by pursuing a proactive approach to equality and human rights issues in all aspects of its work.

The Senior Management Team give leadership for the Duty, and take steps to be familiar with the Duty, to adopt the implementation plan and action plan for the Duty, to ensure a priority is given to its implementation within the organisation.

The wider management team ensure implementation of the Duty in their areas of responsibility and take steps to be familiar with the Duty and the Safefood implementation plan for the Duty, to ensure an ongoing implementation of the Duty in alignment with the implementation plan and action plan, and to engage

and give leadership for the specific values of respect, inclusion and voice in their areas of responsibility.

Safefood recognises that the Equality and Human Rights Public Sector Duty is an ongoing obligation, which must be continually engaged with and is integral to operational and planning processes.

Safefood has developed a Public Sector Equality and Human Rights Duty Action Plan as a framework to give ongoing effect to both Section 42(1) and Section 42(2) of the Duty for the period 2026-2028 to address the equality and human rights issues identified in the assessment. This implementation and action plan sets out:

- the values that motivate Safefood's concern for equality and human rights and their implications for Safefood priorities and processes;
- the assessment of equality and human rights issues relevant to the functions and purpose of the Body;
- actions to enable ongoing implementation of the Duty;
- how the Address step of the Duty will be implemented in an ongoing manner through an equality and human rights impact assessment as part of the development or review of plans, policies, strategies and programmes, and in a strategic manner through targeted plans, policies and actions that directly address equality and human rights issues; and
- how the Report step of the Duty will be implemented each year.

The remainder of this statement sets out Safefood's approach to implementing the Duty and an action plan to address human rights and equality issues relevant to its objectives and staff.

A three-step approach

Assess

Drawing on the available evidence, including the knowledge and experience of its staff and consumers to whom it provides services, Safefood undertook an assessment to identify key equality and human rights issues which are relevant to its objectives. This included identifying structures and initiatives that are already in place to support human rights and equality.

Address

Safefood will put an action plan in place to address the equality and human rights issues identified in the assessment. An appropriate implementation structure will be put in place to drive the implementation of the plan as part of its strategic planning process.

Staff capacity in relation to equality and human rights will be considered and developed in order to ensure staff have the knowledge and training to implement Safefood's obligations and commitments under Section 42.

Report

Safefood will continue to take steps to embed the Duty into all aspects of its work through the implementation of its Public Duty Action Plan 2026-2028. A system to review and monitor progress in relation to implementation of the action plan will be put in place and progress on implementation of the action plan will be reported on annually.

6 Action plan

(NB: This Action Plan is a 'living' document and can be added to as other inequalities are identified by Safefood. The review of the assessment of equality and human rights issues on which the plan is based is thus an ongoing measure).

Safefood's over-arching aim is to influence and change consumer behaviour in relation to food safety and healthy eating on the island of Ireland. Our mission is:

**TO IMPROVE PUBLIC HEALTH AND WELL-BEING,
BY PROMOTING FOOD SAFETY AND HEALTHY
EATING ON THE ISLAND OF IRELAND.**

Safefood has promoted food safety and healthy eating on the island of Ireland in accordance with its legislative remit since December 1999. We have made it a priority to communicate positively in a direct and clear manner to move consumers and those involved in the food chain towards a better understanding of food safety, nutrition and healthy eating and always supported by sound and authoritative science. Our goal is to influence behaviour in the overall interests of improved public health.

The consumer on the island of Ireland is at the centre of both our vision and mission and will continue to be so over the period of this action plan. Safefood will build on our targeted and widely acclaimed consumer messages to further educate, inform, and motivate the consumer to put food safety and healthy eating at the centre stage of their lifestyle choices.

Safefood is conscious of the fact that economic, social, and cultural factors continue to change over time, influencing consumer concerns and their perceptions of food. The food industry continues to grow globally, and from time to time, there may be outbreaks of food-borne illness or incidents that will further alter consumer perceptions and occasionally dent confidence. We will continue to monitor these concerns and will utilise our resources to appropriately inform and, where necessary, reassure consumers so that they may continue to make healthy and safe food choices.

Safefood is aware of the wider public health context in which we operate, and we will continue to work in partnership with Governments and professional partners across the island of Ireland to inform consumers of positive lifestyle choices to improve their health, particularly nutritional advice, and good food safety practice. We will continue to challenge obesity, to which the population of the island of Ireland in common with other western cultures is prone, to reduce risk of stroke, heart disease, diabetes and cancers. Our education initiatives will target the child, the parent and the teacher and our communication programmes will continue their aim to place the longer-term interests of the public at the forefront.

Safefood will continually evaluate our programmes to assess their impact and ensure that the most relevant and practical research supports our communication. We will conduct this research ourselves where we feel it supports a need, including targeting research to better understand consumer behaviour and psychology as well as to enhance the food safety capacity of the food chain. This will enable us to plan our communication programmes effectively to achieve positive outcomes for people.

Safefood is committed through all its actions to achieving an outcome where the eating practices of people in Northern Ireland and Ireland are safe and healthy. The overall aim of the action measures listed in the Action Plan is that they will contribute to this outcome.

In seeking to influence behavioural change for all, Safefood focuses on where it is most needed - specifically amongst the groups mentioned above. Evaluation of all projects and campaigns is on-going to ensure they are effective, reach disadvantaged groups and are inclusive. Safefood believes that its programmes and campaigns will only be successful if we consult with all relevant stakeholders on a constant basis and is currently developing a stakeholder strategy to consolidate and enhance our goals. As an element of our stakeholder engagement, we will engage with advisory groups in the areas of concern with a view to developing our campaigns in a targeted and focussed fashion for maximum impact.

Through the Assessment of equality and human rights issues, Safefood will continue to be conscious of those in or at risk of food poverty and will have a targeted programme of interventions specifically aimed to support and improve the overall health of people. We recognise that we need to communicate on an equal and inclusive platform so that socially disadvantaged groups can become involved. Our role is to communicate. Through our research and our evaluation of campaigns, we have recognised certain groups in society as being less able to access our messages. At times, we will specifically target these groups who are either disadvantaged or because of lifestyle or situational factors are less able to make informed and empowered choices.

Safefood has at its core an aim to communicate and empower. This is mainstreamed through the Corporate Plan 2026-2028. This document outlines the role that Safefood will have in empowering consumers to make the necessary improvements to their choices and behaviour. Its core values of dignity and respect inform our Action Plan herein.

The Safefood Action Plan 2026-2028 is set out at Appendix A. It has been developed using the findings set out at section 4 above. The focus of the action plan is on continuing to improve access to Safefood and its services via communications, to promote equality, prevent discrimination and protect the human rights of our employees, customers, service users and everyone affected by our policies and plans. The actions from the 2023-2025 Action Plan that were not fully completed or still relevant have been carried forward into the Action Plan for the period 2026 to 2028.

Responsibility for the delivery of the action plan lies with the Senior Management Team.

7 Monitoring and review process

The Public Sector Equality and Human Rights Duty Action Plan 2026-2028 will be monitored on a quarterly basis by the Senior Management Team. The Senior Management Team will review the progress in implementing the agreed actions and will also consider any developments and the need for additional actions or monitoring data in the intervening period.

Safefood reports quarterly on its progress in implementing its Corporate Plan including the equality objectives. In addition, Safefood will prepare an annual report on progress made over the previous year. It will focus on progress made on eliminating discrimination, promoting equality of opportunity, and protecting human rights, for your service users, policy beneficiaries, and employees.

The collation of information on progress will allow for regular and ongoing review of the action plan to ensure that it remains effective and relevant to Safefood's functions.

Public sector equality and human rights duty action plan 2026-2028

Appendix A

Identified Equality / Human Rights Area	Objective / Intended Impact	Actions	Performance Indicator	Responsibility and Timescale
Staff / Advisory Board Members	<p>To improve staff awareness and skills of equality and human rights related issues</p> <p>Members of recruitment and selection panels have an awareness and understanding of the key equality and human rights issues</p>	<p>Deliver Equality, Diversity and Inclusion training to all new and existing staff and Advisory Board members</p> <p>A bespoke Recruitment & Selection training webinar on equality and human rights delivered to panel members in advance of selection / interview process</p>	<p>100% of new and existing staff and Advisory Board members receive Equality, Diversity and Inclusion training.</p> <p>100% of panel members involved in recruitment and selection receive equality and human rights training (HR maintains a database of suitably trained panel members)</p>	<p>Director Corporate Operations</p> <p>New staff – within 1 month of taking up post</p> <p>Existing staff – annually</p> <p>Advisory Board – within 3 months of taking up appointment</p>
Staff / Advisory Board Members	To improve the skills of staff involved in screening policies for equality and human rights issues	Deliver training to policy owners and other staff who are responsible for screening policies	Number of policies screened in line with ECNI guidance	<p>Director Corporate Operations</p> <p>Annually</p>
Staff / Advisory Board Members	Ensure key equality and human rights issues identified through assessment and review are applied to any new or amended human resources policies	Rolling review of employment policies to ensure they comply with equality and human rights standards and reflect good practice in protecting human rights, accommodating diversity and promoting equality	Number of employment policies developed and/or reviewed that are compliant with equality and human rights standards/legislation	<p>Director Corporate Operations</p> <p>Ongoing throughout period of Plan 2026-2028</p>

Identified Equality / Human Rights Area	Objective / Intended Impact	Actions	Performance Indicator	Responsibility and Timescale
<p>Provision of accessible information services including potential barriers to service users with alternative communication needs</p>	<p>Access to information improved for service users to ensure that information, both written and web-based, is accessible for all users including those with a disability</p>	<p>Assess and review equality issues relevant to the Provision of Accessible Information Services</p> <p>On request provide translation of documents into other languages.</p> <p>Alternative formats of key documents provided upon request to include easy-read, braille, large print and audio</p> <p>Website accessibility and technology enhanced to suit needs of different groups. Ensure website continues to meet Web Content Accessibility Guidelines 2.1 Checklist (CCAG 2.1).</p>	<p>Number of requests received and successfully provided for information in an alternative/accessible format</p> <p>100% of requests received for key documents in alternative formats will be provided within 2-3 weeks</p> <p>Website continues to meet Web Content Accessibility Guidelines 2.1 Checklist (WCAG 2.1) and compliance with other Public Guidelines.</p> <p>Website complies with the Public Sector Bodies (Website & Mobile Applications) Accessibility Regulations 2018</p> <p>Number/% of accessible documents on website</p>	<p>Director Communications</p> <p>Ongoing throughout period of Action Plan 2026-2028</p>

Identified Equality / Human Rights Area	Objective / Intended Impact	Actions	Performance Indicator	Responsibility and Timescale
People with Disabilities	All Safefood events meet the accessibility needs of disabled people	When organizing events ensure that Safefood co-ordinated events are accessible for disabled people. Ensure event locations have disability access with venue rooms being accessible. Presentations and event literature to be made available in alternative formats upon request such as easy-read, braille, large print and audio. Signage at events to be visible and clear with venues to have suitable parking/public transport access. Consider the use of registered interpreters where appropriate at large-scale events.	100% of event locations have disability access with venue rooms being accessible. Presentations and event literature to be made available in alternative formats upon request such as easy-read, braille, large print and audio. Signage at events to be visible and clear with venues to have suitable parking/public transport access.	Director Communications Ongoing throughout period of Action Plan 2026-2028
People with Disabilities	Help to promote a positive image of disabled people and make promotional material more inclusive	Relevant articles, case studies and images of disabled people to be included in promotional material where appropriate. Aim to promote positive attitudes towards disabled people by improving the representation of disabled people on Safefood's website and in publications.	Number of articles, case studies and images of disabled people included in promotional material	Director Communications Ongoing throughout period of Action Plan 2026-2028

Identified Equality / Human Rights Area	Objective / Intended Impact	Actions	Performance Indicator	Responsibility and Timescale
Safefood Programmes	Equality and human rights issues relevant to our programmes are fully considered to inform the development and implementation of these programmes	Carry out an Equality and Human Rights impact assessment when drafting, reviewing and evaluating programmes to ensure they adequately address identified equality and human rights issues	Number of Equality and Human Rights Impact Assessments carried out on Safefood Programmes	Individual Directorates ongoing throughout period of Action Plan 2023-2025
Working / Office Environment	Meet, where appropriate, reasonable work adjustments to allow disabled staff to fully participate in employment	Provide ongoing advice and support to staff in relation to reasonable work adjustment requirements	Record the number of reasonable work adjustment requests made by staff and any adjustments made to meet these requests	Director Corporate Operations Ongoing throughout period of Plan 2026-2028



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