



An Coimisiún um  
**Rialáil Cumarsáide**  
Commission for  
**Communications Regulation**

# ComReg Public Sector Equality and Human Rights Duty Action Plan

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## **Irish Human Rights and Equality Commission Act, 2014**

The Irish Human Rights and Equality Commission Act, 2014, places a positive duty on public sector bodies, in the performance of its functions, to 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, and to protect the human rights of its members, staff and the persons to whom it provides services. In addition, the “The Public Sector Duty” set out at Section 42(2) of the Act contains three core steps to be undertaken by public bodies:

1. 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 of its functions as an employer, policy maker and service provider.
2. 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. In their annual reports, or equivalent documents, public bodies must report in a manner accessible to the public, on their developments and achievement in that regard.

In a related document (ComReg Public Sector Equality and Human Rights Duty – Assessment), the Commission for Communications Regulation (“ComReg”) carried out its assessment and policy identification exercise pursuant items (1) and (2) of the Public Sector Duty as set out above. That document set out those policies and practices that ComReg already has in place to comply with the Public Sector Duty. It also identified a number of gaps in those policies and practices that need to be addressed. This document sets out ComReg’s Action Plan for addressing those gaps.

## **Measures Planned by ComReg to Address Gaps Identified in ComReg Public Sector Equality and Human Rights Duty Assessment**

To address the gaps identified in ComReg's Public Sector Duty assessment exercise, ComReg intends to carry out the following actions in the next 12 months:

- Reconvene the Equality, Diversity and Inclusion (EDI) Committee
- Procure specialist relevant training for the EDI Committee
- Appoint an Equality, Diversity and Inclusion Officer for the organisation (this member of staff should be of a sufficiently senior level)
- Appoint one of the Commissioners to be an EDI Sponsor or EDI Champion
- Invite IHREC to meet with ComReg to discuss ComReg's current level of compliance with the Public Sector Duty and ComReg's Action Plan in that regard
- Provide training in the fundamentals of EDI to all staff
- Continue to deliver EDI training module in our staff induction programme
- Improve communications to all staff on EDI issues and on measures being taken in respect of EDI issues
- Develop an Action Plan to consider the implementation of any additional recommendations made by the Irish Centre for Diversity Investors in Diversity team