



National
Cancer
Registry
Ireland

National Cancer Registry of Ireland

Public Sector Equality and Human Rights Duty Assessment
and Action Plan 2025 - 2028





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Contents

1. Introduction	3
2. About the NCRI	3
3. Commitment to Public Sector Duty	6
4. Monitoring and Reporting	6
5. Appendix I Equality and Human Rights Duty Action Plan 2025 - 2028	7



1. Introduction

All public bodies in Ireland are subject to a statutory duty to uphold and promote human rights and equality in the performance of their functions. This obligation referred to as the Public Sector Equality and Human Rights Duty (“the duty”) is set out in Section 42 of the Irish Human Rights and Equality Commission Act 2014, which 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, and
- Protect the human rights of its members, staff and the persons to whom it provides services.

Section 42 of the Act also sets out three core steps to be taken by public bodies. These are:

- **Assess** – set out in its strategic planning processes an assessment of the human rights and equality issues it believes to be relevant to its functions and purposes.
- **Address** – set out in its strategic planning processes the policies, plans and actions in place or proposed to be put in place to address those issues.
- **Report** – report on developments and achievements in a manner accessible to the public.

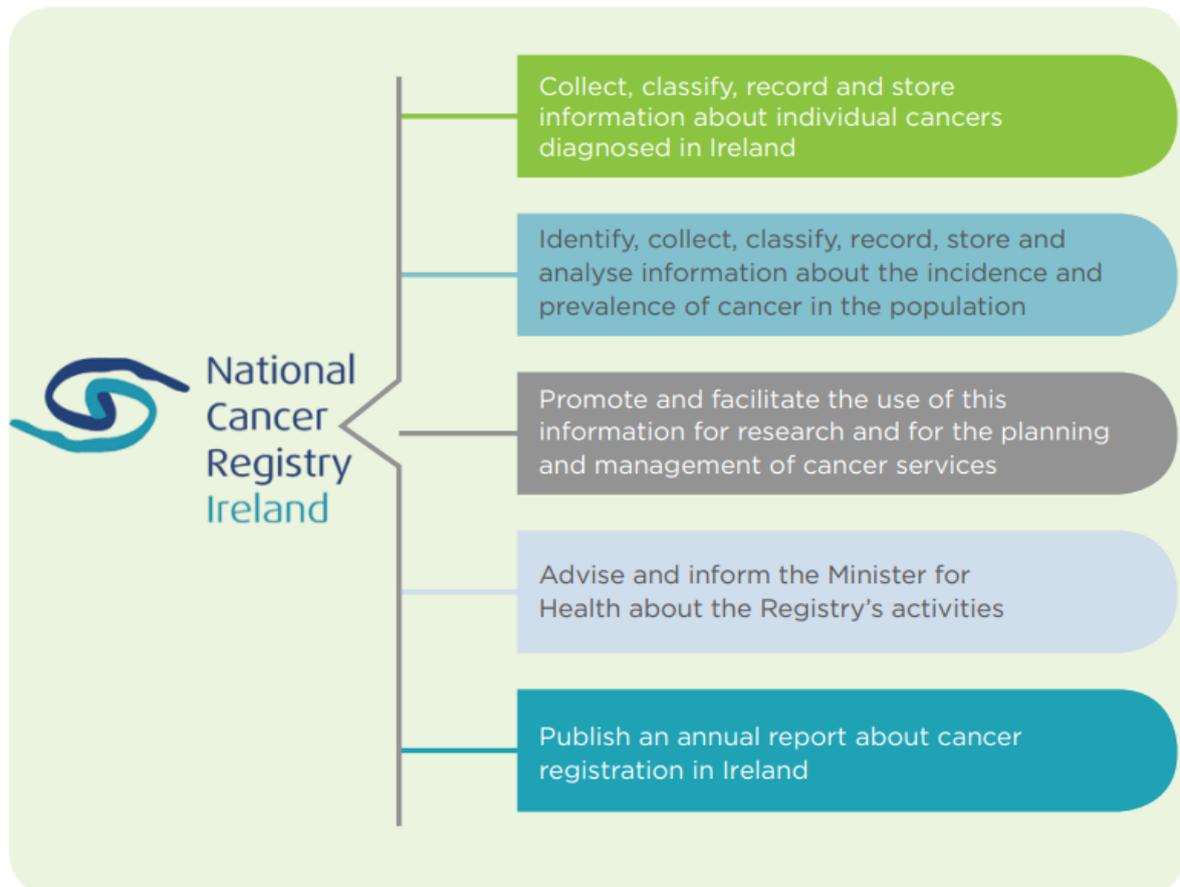
This Public Sector Duty requires public bodies to proactively consider the need to eliminate discrimination, promote equality of opportunity and treatment for staff and service users, and protect human rights across all areas of their work. To give effect to this duty, public bodies must assess relevant human rights and equality issues, identify actions to address them, and report publicly on progress through their strategic and annual plans.

2. About the NCRI

The NCRI is a publicly appointed body established in 1991 to collect and classify information on all cancer cases which occur in Ireland. (www.ncri.ie).



Our activities include:



The Registry's vision, missions and organisational values are outlined in the NCRI Strategic Plan 2024-2026 <https://www.ncri.ie/en/about/strategy>.

These reflect our commitment to a respectful, inclusive, and transparent work environment. Our values underpin our approach to equality, human rights, and organisational culture.



National
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OUR VISION

Excellent data insights for better cancer outcomes



OUR MISSION

To collect, analyse and disseminate comprehensive information to improve cancer outcomes.

Our values are:



RESPECT

We treat everyone with dignity, empathy and courtesy.



TRUST

We act with integrity and honour our commitments.



COLLABORATION

We foster open communication, actively listen to others, and work cooperatively with colleagues and stakeholders.



CONFIDENTIALITY

We safeguard sensitive information in line with best practice.



QUALITY

We are committed to continuous improvement to deliver accurate, informative and timely cancer data.



ENTHUSIASM

We are passionate about and take great pride in our work.



3. Commitment to Public Sector Duty

The NCRI is committed to fulfilling the obligations of the Act and instilling a culture that is inclusive and respectful among staff and those that we provide services to. We have assessed our equality and human rights issues relevant to our function and are satisfied that the Registry is fulfilling its public sector duty.

We have committed to:

- Assessing our policies, practices, and services to identify potential impacts on equality and human rights.
- Addressing any issues identified through targeted actions that promote fairness, dignity, and inclusion.
- Reporting transparently on our progress in fulfilling these commitments through our Annual Reports and by publishing updates on our website.

An EDI working group was established to conduct the assessment and identify appropriate actions to support equality and address any human rights issues. To support ongoing achievement of compliance with these obligations, we have developed a three-year action plan, see Appendix I, which will be reviewed annually. Senior management is represented in the working group and will be responsible for monitoring the implementation of the actions identified in this plan. The action plan will be integrated with the Authority's annual business plans and progress will be reported in our annual report.

4. Monitoring and Reporting

Progress on the Equality and Human Rights Action Plan will be monitored by the EDI Working Group and reviewed annually by the Senior Management Team. Outcomes will be reported through the Annual Report and public updates on the NCRI website



5.Appendix I Equality and Human Rights Duty Action Plan 2025 - 2028

The following action plan outlines the NCRI's key commitments for the period 2025-2028

Action identified	Key performance indicator	Responsible	Timeline
Review policies that relate to human rights and equality to ensure they are written in plain language and accessible to all staff.	THE NCRI EDI Policy will be reviewed annually by the Senior Management Team (SMT) and updated where necessary.	HR Team	Review to be completed Q1 2026
Promote the use of plain English across NCRI Documents and Communication.	Organise plain English seminar for all staff. Develop guidelines for using simple language (e.g., avoiding jargon, using short sentences). Digital Accessibility Policy to be created and submitted to all staff	Communications officer	Completed Q2 2025 To be completed Q3 2026 Completed and circulated Q3 2025
Training for all Senior Managers on EDi	All SMT Staff completed Inclusive Leadership Training through the Irish Centre for Diversity Head of HR to complete one year certificate in Diversity and Inclusion through MTU	HR Team Head of HR	Completed Q3 2023 Completed Q4 2025



Participate in the Great Places to Work (GPTW) Staff Survey which is an independent audit of the organisational culture.	A GPTW all staff survey will be conducted annually, and feedback will be actioned by the HR Team,	HR Team	To be completed Q4 2026
The NCRI will continue to participate in the IBEC Keepwell Mark which demonstrates the Registry's commitment to the health and wellbeing of all our employees	Establishment of Wellbeing Committee and continued participation in Staff Health and Wellbeing events.	HR Team	Completed Q3 2024
Report on Statutory and equality and human rights obligations.	Appropriate timely action will be taken if the Authority's reporting on human rights and equality issues identifies any concerns.	HR Team	Annually