



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth

Department of Children, Equality,
Disability, Integration and Youth

Statement of Strategy 2021-2023



A photograph of three diverse people (two women and one man) laughing joyfully on a tennis court. They are holding tennis rackets and are positioned in front of a tennis net. The image is overlaid with a semi-transparent blue filter. The text is positioned on the left side of the image, overlaid on the blue filter.

“**Our Vision** is for a fair, equal and inclusive society where rights are respected, and where everyone can reach their potential.”

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Foreword by the Minister

I am proud and privileged to have been given the opportunity to lead the delivery of the Department's Statement of Strategy over the next three years. I look forward to working closely with the Secretary General, the staff of the Department and all stakeholders as we work collectively to deliver on an ambitious and shared agenda.

Our Vision in the Strategy is for a fair, equal and inclusive society where rights are respected, and where everyone can reach their potential. Our Mission is to enhance the lives of children, young people, adults, families and communities, recognising diversity and promoting equality of opportunity across the range of areas for which my Department and I are responsible. This is reflective of the Programme for Government which places a very strong and clear emphasis on the needs of these groups within our diverse society. In promoting the development of a progressive, respectful and equal society, we will ensure that we learn from the experiences of past generations and seek to respond to the needs of survivors.

We have developed a clear roadmap setting out our strategic priorities over the next three years. Our priorities are focussed on:

- Making sure we have the right policies, legislation, resources and systems in place to meet the particular needs of children, young people, adults, families and communities within a diverse and equal society.
- Supporting children and young people in active learning and participation.
- Looking at policies across Government through the lens of children, young people, families, communities and diverse groups.
- Working effectively across Government to promote the well-being of Irish society and developing policies that are responsive to its changing nature.
- Ensuring that we address inequalities and barriers which prevent migrants, refugees, applicants for international protection, LGBTI+ individuals, Travellers, Roma, disabled people, and women from participating fully in Irish society.
- Promoting the values of equality, respect for human rights and freedom from racism, xenophobia and discrimination.
- Critically evaluating our performance, making necessary improvements and taking decisions informed by the best available evidence and research.

A strong feature of our work will be the implementation of a variety of national strategies for which the Department has lead responsibility. The Department's remit has been significantly expanded by the Government and now includes responsibility for policy, legislation and services in the areas of integration, equality and disability, on which the Department of Justice previously led. In addition, it is the Government's



intention that the Department will take on additional responsibility for disability services which will transfer from the Department of Health. The Strategy will be reviewed on foot of the transfer of these latter functions.

The COVID-19 pandemic has led to extraordinary demands on our Department and stakeholders. While there is no real precedent on how to deal with a global pandemic of this nature and scale, we and our agencies will do everything possible to keep service users, staff and families safe as essential services continue to be delivered. We will work hard to ensure that our functions continue to be carried out to the best of our ability and that after restrictions are lifted, normal service delivery can be resumed.

Ireland is a diverse, dynamic and changing society. Addressing new challenges will require new understandings and partnerships as well as an ongoing commitment to evidence-based and rights-based approaches. Our shared ambition will require strong and effective collaboration across Government Departments, along with the support of all staff and stakeholders. I look forward to working with you all as we deliver on our objectives and ambition over the next three years.

A handwritten signature in black ink, reading "Roderic O'Gorman". The signature is written in a cursive style.

Roderic O'Gorman TD
Minister for Children, Equality, Disability, Integration and Youth

Introduction by Secretary General

I am pleased to introduce the Department's Statement of Strategy, 2021-2023.

The Statement of Strategy was prepared following consultation with Departmental staff, other Government Departments and external stakeholders. The Department also engaged with the Oireachtas Committee on Children, Disability, Equality and Integration. The content is informed by the commitments in the Programme for Government, the Minister's priorities and our ongoing responsibilities.

The Department continues to have wide responsibility for policy, legislation and services in respect of children and young people. In addition, a number of new functions have transferred to the Department, including responsibility for policy, legislation and services relating to integration and equality. Responsibility for disability policy and legislation also transferred to the Department from the Department of Justice, and it is intended that responsibility for disability services will transfer from the Department of Health to this Department at a later date. The Strategy will be updated at that point.

The Statement of Strategy outlines our Vision, Mission, Values and Goals for the coming three years, and is supported by a set of strategic goals and actions designed to deliver on our responsibilities. Delivery of our mission will be underpinned by a suite of national strategies on which we lead, or to which we contribute.

We will account for the delivery of the Strategy in a transparent way through the Department's Annual Report. We will work collaboratively across Government and with a wide range of stakeholders to ensure a co-ordinated approach to policy and delivery of services. In doing this we will work closely with all organisations, whether statutory, private or voluntary. This will help us to implement policies that are both effective and evidence-based.



We are keenly aware of how the wider economic situation affects our capacity to deliver on our mandate. We are committed to implementing Government policy in imaginative, innovative ways within the resources available. We are also cognisant of the impact of the COVID-19 pandemic and the uncertainty it brings. Recognising this, it is the intention of this Department to ensure that the development and implementation of policy remains uninterrupted throughout the different levels of restriction identified within Government plans to deal with COVID-19.

I look forward to working with the Minister and all staff in the Department, and beyond, to deliver on this Statement of Strategy. I am confident that through our work and commitment we will effect real improvements over the next three years in the lives of children, young people, members of diverse groups across our communities and vulnerable members of society.

A handwritten signature in black ink, which appears to read 'Fergal Lynch'. The signature is written in a cursive style and is positioned above a solid black horizontal line.

Fergal Lynch
Secretary General

Our Vision

A fair, equal and inclusive society where rights are respected, and where everyone can reach their potential.

Our Mission

Enhancing the lives of children, young people, adults, families and communities, recognising diversity and promoting equality of opportunity.

Our Values

- We place people, both children and adults, at the heart of what we do.
- We listen to children, young people and adults, realising their right to have a voice in decisions that affect their lives.
- We act to protect those most vulnerable and disadvantaged, and to champion their needs.
- We recognise the role and importance of all families in our society.
- We integrate the principles of equality and respect for human rights into our work.
- We respect the rights of all people to participate fully in society and we acknowledge the State's role in supporting positive integration.
- We value and support our staff and we encourage new ideas and new ways of working in the delivery of our vision and mission.
- We deal respectfully with each other and with all of our stakeholders.
- We act with integrity and impartiality at all times and are accountable for our actions.

Our Mission is to enhance the lives of children, young people, adults, families and communities, recognising diversity and promoting equality of opportunity.



Our Goals

1. We will develop, implement and influence evidence informed policies and legislation that improve the outcomes for those we serve.
2. We will ensure the provision of a range of quality and sustainable services, underpinned by strategic investment, that meet the needs of individuals, families and communities.
3. We will help those who are vulnerable, including children, young people and at risk individuals, to overcome adverse circumstances and to achieve their full potential.
4. We will promote the development of a progressive, respectful and equal society, informed by the experiences of past generations and seek to respond to the needs of survivors.
5. We will work in partnership with individuals, families and communities, and across Government Departments, public bodies and civil society to achieve better outcomes.
6. We will maintain high standards of performance and corporate governance with engaged, motivated and supported staff.

Our Goals and Strategic Actions

As the recently established Department of Children, Equality, Disability, Integration and Youth, we have taken on significant extra responsibilities. In addition to our existing important functions in the areas of child protection and welfare, prevention and early intervention, adoption, family supports, early learning and childcare, youth services and youth justice, and the experiences of past generations, we have added the major areas of equality, integration, international protection and disability policy. More areas will be added during 2021 when we take responsibility for disability services from the Department of Health.

Our expanded functions present great opportunities for growth and development. There are close links between our original brief and our new areas of responsibility, particularly in relation to equality issues, supporting the rights and aspirations of some of our most vulnerable groups in society, and focusing on early intervention and proactive support. We also want to move progressively to meet the needs of specific groups whilst bringing benefits to society as a whole.

With this in mind, we have set ourselves a challenging set of goals and strategic actions to be delivered on over the next three years. We will review and update the specific actions in the Statement of Strategy during 2021 when we assume responsibility for disability services, but the goals we have set ourselves will be relevant both before and after this transfer. Delivery of the strategic actions will be underpinned by a set of key strategic enablers, which need to be in place in order to facilitate delivery of the Department's goals.

We benefited greatly from the [118 written submissions](#) that we received from Government Departments, civil society stakeholders, other agencies and members of the public. The submissions focused on the themes of children, early learning and childcare, youth services, direct provision and migrant integration, gender equality, Traveller and Roma communities, disability and LGBTI+. The views expressed helped inform our goals and actions throughout the Strategy.

Our key goals, listed earlier, commit us to:

- Developing and implementing evidence-informed policies and legislation; ensuring the provision of quality services is underpinned by strategic investment; helping the most vulnerable in our society to achieve their full potential.
- Promoting the development of an equal society, informed by the experience of past generations and seeking to respond to the needs of survivors.
- Working in partnership with all stakeholders, including public bodies and civil society to achieve better outcomes.
- Maintaining high standards of performance and corporate governance within our own Department.

The strategic actions describe how these goals will be achieved over the next three years. These actions are supported by specific performance indicators which detail how the delivery of each action will be measured. Each of the actions will be underpinned by more detail in the Department's annual Business Plan, which is prepared by our individual Divisions and Units and reviewed for implementation as the year progresses.

The next three years bring great challenges but also valuable opportunities for the Department as we work to realise our vision of a fair, equal and inclusive society where rights are respected, and where everyone can reach their potential, and our mission of enhancing the lives of all and promoting equality of opportunity.

In implementing this Strategy the Department will be focused on the realisation of the commitments within our remit contained in the [“Programme for Government – Our Shared Future”](#) and meeting responsibilities that apply across Departments generally, including for example as set out in the National Sustainable Development Goals Implementation Plan and the Climate Action Plan.

Strategic Goal 1

We will develop, implement and influence evidence informed policies and legislation that improve the outcomes for those we serve.

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Strategic Actions	Performance Indicators
<p>1.1 We will ensure that delivery of the Strategy is underpinned by a comprehensive programme of legislation and reflective of the Programme for Government.</p>	<ul style="list-style-type: none"> • Legislative proposals developed and progressed via Government and the Oireachtas. The schedule of legislation can be found in Appendix 1.
<p>1.2 We will build on the success of <i>Better Outcomes, Brighter Futures (BOBF)</i>, and its implementation infrastructure, by developing a successor strategy that is integrated, action-focused and whole of society oriented in its input and application.</p>	<ul style="list-style-type: none"> • Development, launch and implementation of successor strategy to BOBF. • Further development and refinement of cross-government, sectoral and inter-agency collaboration.
<p>1.3 We will continue to develop and implement high quality, evidence based policy to improve access to high quality and affordable Early Learning and Care and School Age Childcare (ELC and SAC) that will deliver better outcomes for children, families, the economy and society.</p>	<ul style="list-style-type: none"> • Implementation of the <i>First 5</i> three-year implementation plan with a focus on: <ul style="list-style-type: none"> ▪ Bringing a proposal to Government on a new funding model for early learning and childcare services. A supporting implementation plan will then be developed and progressed. ▪ Development and implementation of a Workforce Development Plan for the sector. ▪ Review of the national operating model to include consideration regarding the establishment of Childcare Ireland. ▪ Implementation of the Childminding Action Plan. ▪ Further regulation of school age childcare. ▪ A 12-month review of the National Childcare Scheme.

<p>1.4 We will develop quality, evidence-informed youth policy, including through the establishment of a new National Youth Sector Engagement Structure and the production of a renewed Youth Strategy.</p>	<ul style="list-style-type: none"> • New National Youth Sector Engagement Structure established. • Renewed youth strategy agreed and implementation commenced. • National approach to Youth Information developed and implemented.
<p>1.5 We will lead on the development of family and parenting support policy. This will include clear policy guidance for, and oversight of, the provision and commissioning of family and parenting support services by Tusla and other relevant services.</p>	<ul style="list-style-type: none"> • Agreed national models in place and implementation underway. • Improved metrics on inputs, outputs and outcomes in place. • Improved co-ordination of support services for families and parents aligned with related structures and supports for children and young people.
<p>1.6 We will provide for reform of the Guardian <i>ad litem</i> service in child care proceedings through publication and enactment of a new Child Care (Amendment) Bill, preparations for commencement of the Act and the establishment of a new national Guardian <i>ad litem</i> service.</p>	<ul style="list-style-type: none"> • Amendments made to Child Care (Amendment) Bill 2019. • New Child Care (Amendment) Bill prepared, published and enacted. • Regulations under the new Act drafted and signed. • Commencement of the Act and establishment of a national Guardian <i>ad litem</i> service.

<p>1.7 We will develop and implement detailed proposals for the legislative, policy and operational modernisation of the Child Care Act, 1991 to ensure that the best interests of children are upheld.</p>	<ul style="list-style-type: none"> • Review of Child Care Act, 1991 completed. • Legislation prepared in line with agreed approach. • Publication and enactment of required amending legislation. • Implementation of necessary parallel operational and policy amendments. • Increased clarity and agreement on structures for inter-agency collaboration.
<p>1.8 We will oversee an effective adoption framework, with the best interests of children at its centre, and drive policy and legislative reform in the area of adoption services, with a priority focus on expanding access to birth information.</p>	<ul style="list-style-type: none"> • Birth and Early Life Information and Tracing Legislation enacted. • Review of Adoption Acts completed. • Ongoing engagement with the Adoption Authority of Ireland and Tusla adoption services, including close engagement on reform of information and tracing systems.
<p>1.9 We will plan and deliver a new model of delivery for “<i>Growing up in Ireland</i>, the national longitudinal study of children and young people.”</p>	<ul style="list-style-type: none"> • Oversee delivery of the <i>Growing up in Ireland</i> contract from 2020-2022. • Plan and realise the transfer of <i>Growing up in Ireland</i> into the Department and the Central Statistics Office (CSO) from January 2023.

<p>1.10 We will develop and implement gender equality and wider equality policies, which address the underrepresentation of women in leadership and decision-making and the needs of working families. We will do this through the provision of family leave and other initiatives.</p>	<ul style="list-style-type: none"> • Transposition of the Work Life Balance Directive (EU) 2019/1158. • Family leave legislation enacted. • Strategic policy developed to succeed the <i>National Strategy for Women and Girls, 2017-2020</i>. • Gender Pay Gap (Information) Bill enacted and associated regulations finalised.
<p>1.11 We will develop and implement policies which facilitate the integration of migrant populations, promote the inclusion and participation of Travellers, Roma and people with disabilities, and which address racism.</p>	<ul style="list-style-type: none"> • Strategic policy developed to succeed the <i>Traveller and Roma Inclusion Strategy, 2017-2021</i>. • Disability legislation aimed at complying with Convention on the Rights of Persons with Disabilities enacted. • Enactment of the Disability (Miscellaneous Provisions) Bill and the Assisted Decision-Making (Capacity) (Amendment) Bill. • Decision Support Service becomes operational to enable commencement of Assisted Decision-Making (Capacity) Act 2015. • Strategic policy developed to succeed the <i>National Disability Inclusion Strategy, 2017-2021</i>. • National Action Plan Against Racism developed and implemented. • Strategic policy developed to succeed the <i>Migrant Integration Strategy, 2017-2020</i>.

1.12 Working across sectors, we will lead implementation of Ireland's *LGBTI+ National Youth Strategy* and *National LGBTI+ Inclusion Strategy, 2019-2021* to ensure that LGBTI+ adults and young people are visible, valued and included.

- Strategic policy developed to succeed the *National LGBTI+ Inclusion Strategy, 2019 - 2021*.
- Implementation of visibility and capacity building measures including Welcome Sticker and Live Out Loud Campaign.
- Supporting the LGBTI+ Youth Forum to enhance Strategy Governance.
- Publication of the 2nd report on the implementation of the *LGBTI+ Youth Strategy*.

Strategic Goal 2

We will ensure the provision of a range of quality and sustainable services, underpinned by strategic investment, that meet the needs of individuals, families and communities.

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Strategic Actions	Performance Indicators
<p>2.1 We will ensure that delivery of all of our priorities is underpinned by strategic investment and robust financial planning. This will include a strong focus on workforce planning with a view to ensuring that the delivery system has both the capacity and supply to respond to identified need.</p>	<ul style="list-style-type: none"> • Detailed and costed financial plans prepared, and progressed via the Annual Estimates process to support implementation of strategic priorities. • External workforce plans developed and implemented to support aegis bodies and sectors in their delivery of services.
<p>2.2 We will develop and enhance youth service provision in Ireland, including through reform of youth funding programmes and strengthening of youth quality initiatives.</p>	<ul style="list-style-type: none"> • <i>UBU Your Place Your Space</i> fully implemented on a continuous improvement basis. • Youth Services Grant Scheme reformed. • Youth quality support mechanisms strengthened. • Continued investment in the promotion of play and recreation as a child's right and development of National Play Day in collaboration with Local Authorities.
<p>2.3 We will deliver a range of schemes and initiatives to ensure that children and families can access high quality and affordable Early Learning and Childcare (ELC). We will ensure that Government investment is utilised to best effect through monitoring of delivery, a robust programme of evaluation, and continuous quality improvement including feedback from service users.</p>	<ul style="list-style-type: none"> • Adequate access to high quality ELC services throughout the State. • Increased professionalisation of the early learning and care workforce, with 30% of staff in ELC services to have a relevant degree by end 2021. • Evaluations of <i>Early Childhood Care and Education programme</i>, the <i>Access and Inclusion Model</i>, the <i>National Childcare Scheme</i> and <i>Better Start</i> completed, to include engagement with stakeholders.

<p>2.4 We will manage the latest phase of the Irish Refugee Protection Programme to bring 2,900 refugees to Ireland and to resettle them in communities across the country.</p>	<ul style="list-style-type: none"> • 2,900 refugees brought to Ireland and resettled across the country. • Emergency Reception and Orientation Centres identified and their ongoing service delivery monitored. • Arrangements in place with Local Authorities and Implementing Partners for the successful resettlement of refugees in their area.
<p>2.5 We will develop and implement a new model of accommodation and related supports for persons in the International Protection process, centred on a not-for-profit approach, and delivery of ongoing services to such persons.</p>	<ul style="list-style-type: none"> • White Paper on replacing Direct Provision published. • Completion of Transitional Phase 2021- 2024 and new model for Accommodation and Support in place by 2024. • Emergency accommodation decommissioned. • Standards monitored in National Reception centres from January 2021. • Targets set by oversight structures delivered.
<p>2.6 We will support Tusla in their commitment to continued improvements in service provision and performance to optimise outcomes for children, young people and their families.</p>	<ul style="list-style-type: none"> • Renewed oversight, engagement and performance processes in place. • Full policy coverage and policy direction supporting service provision. • Organisational restructuring and integrated workforce development achieved. • Integrated service provision and performance metrics in place.

<p>2.7 We will ensure that the Department and aegis bodies have well-planned and resourced responses in place to address the current and potential impact of COVID-19.</p>	<ul style="list-style-type: none">• Clear and transparent communications to staff and aegis bodies on measures required to respond to the pandemic and maintain services in a safe manner.• Regular reporting to the Department of An Taoiseach on the Department's and aegis bodies' response to the pandemic, highlighting any areas of concern or risk taking account of the level of restrictions in place at any given time.• Ensure after the pandemic that services are supported to return to normal as soon as possible.
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Strategic Goal 3

We will help those who are vulnerable, including children, young people and at risk individuals, to overcome adverse circumstances and to achieve their full potential.

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We will help those who are vulnerable, including children, young people and at risk individuals, to overcome adverse circumstances and to achieve their full potential.

Strategic Actions	Performance Indicators
<p>3.1 We will further develop Early Learning and Childcare (ELC) programmes and schemes to ensure that children and families who need services most can access them. This will include children living with economic disadvantage, children with additional needs and parents seeking to engage in or return to work.</p>	<ul style="list-style-type: none"> • Improved access, affordability and quality of ELC for children and families, including further development of the National Childcare Scheme to widen access and reduce barriers to access for those who need it. • Expansion of the Access and Inclusion Model (AIM) beyond Early Childhood Care and Education (ECCE). • Introduction of a range of measures under the new funding model including a DEIS-type model for ELC. • Improved quality of services through implementation of Workforce Development Plan.
<p>3.2 We will strengthen the safeguarding and protection of children through leadership across Government, strong direction and support to Tusla and engagement with other stakeholders to enhance child welfare and protection.</p>	<ul style="list-style-type: none"> • Child welfare and protection services supported and enhanced through performance dialogue processes with Tusla. • Ongoing implementation of Children First Act, 2015. • <i>Children First</i> Guidance is kept current, comprehensive and responsive.

<p>3.3 We will further develop the policy and strategic approach to children in care (Residential, Foster and Special Care) and work with stakeholders to enhance outcomes and ensure that the rights of children in care to access required services are upheld.</p>	<ul style="list-style-type: none"> • Development and implementation of policy supporting children in care. • Improved supports for and monitoring of outcomes for children in care. • Development of workforce and enhanced outcome indicators to inform children’s prioritisation, stability of placement and participation in education.
<p>3.4 We will conduct formal assessments of international protection applicants to determine any special reception needs for vulnerable persons, including children.</p>	<ul style="list-style-type: none"> • Formal needs assessment process and appropriate review mechanism commenced. • Training developed and delivered to IPAS staff and to those providing accommodation and services to persons in IPAS accommodation. • Referral pathways to appropriate services with relevant State and non-Governmental service providers agreed.
<p>3.5 We will oversee safe and secure care for young people sentenced or remanded by the Courts in a way which meets their health and education needs, supports them to move away from offending, and prepares them to return to their families and communities.</p>	<ul style="list-style-type: none"> • CEHOP model (Care, Education, Health, Offending, and Preparation for release) implemented by Oberstown and supported within a children’s rights framework.

<p>3.6 We will continue to lead on innovations in prevention and early intervention to optimise outcomes for children, young people, their families and communities.</p>	<ul style="list-style-type: none">• Further development of the <i>What Works</i> initiative in supporting innovation across service provision for children, young people and their families.• Lead initiatives such as North East Inner City (NEIC), Children and Young People’s Services Committees (CYPSC) and the development of Tusla’s commissioning strategy to enhance service responses.• Support the consolidation and integration of prevention and early intervention in Tusla’s operational model of service provision to ensure robust and seamless supports for front-line service delivery.
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Strategic Goal 4

We will promote the development of a progressive, respectful and equal society, informed by the experiences of past generations and seek to respond to the needs of survivors.

Strategic Goal 4

We will promote the development of a progressive, respectful and equal society, informed by the experiences of past generations and seek to respond to the needs of survivors.

Strategic Actions	Performance Indicators
<p>4.1 We will support the State's response to the Report of the Commission of Investigation into Mother and Baby Homes.</p>	<ul style="list-style-type: none"> • Strategic Action Plan developed and implemented across Government. • Enhanced stakeholder engagement in place, in particular with survivors and adoptees. • Restorative Recognition Scheme established. • Historic burials legislation enacted. • Agency established to carry out the agreed programme of excavation and exhumation at Tuam. • Information Management Unit established and delivering on GDPR and other obligations and commitments.
<p>4.2 We will develop policies and legislation to promote gender equality and wider equality and to address barriers preventing individuals from full participation in Irish society.</p>	<ul style="list-style-type: none"> • Equality legislation reviewed. • Recommendations of the Citizens' Assembly on the role of women implemented as appropriate. • Payments completed under the Magdalen Schemes. • Appropriate memorial developed to women who spent time in Magdalen institutions.

What really matters for young people's wellbeing??

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Strategic Goal 5

We will work in partnership with individuals, families, and communities across Government Departments, Public Bodies and Civil Society to achieve better outcomes.

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Strategic Actions	Performance Indicators
<p>5.1 We will lead Ireland's effort to realise the right of children and young people to have a voice in decisions that affect their individual and collective lives through effective legislation, policy and service provision.</p>	<ul style="list-style-type: none"> • Enhanced national participation service in place, which provides for consultation and participation of children and young people at national and local level. • Five Year Strategic Development Plan for Comhairle na nÓg published and implemented. • Youth Climate Council established. • Renewed participation strategy agreed and implemented over the course of this Strategy.
<p>5.2 We will continue to oversee the implementation of <i>First 5</i> and continue to contribute to the development of cross Government policy, taking shared ownership for delivery.</p> <p>We will use our comprehensive stakeholder engagement framework to consult with children, families, the Early Learning and Care and School Aged Childcare providers and staff, and other stakeholders in developing policy and overseeing implementation.</p>	<ul style="list-style-type: none"> • Annual report of progress made on the First 5 implementation Plan (2019-2021). • Three-year review of First 5 with a view to developing a further implementation plan to cover the period 2022-2025. • Comprehensive and meaningful stakeholder engagement as per published framework with product published. • Comprehensive and evidence based contribution to a broad range of cross Government economic and social policy. • Comprehensive and meaningful engagement with all stakeholders to result in the formulation of evidence based policy, strong accountability and good two-way communication.

<p>5.3 We will develop successor equality strategies through proactive partnership with key stakeholders, including through cross-Government collaboration.</p>	<ul style="list-style-type: none">● Implementation of:<ul style="list-style-type: none">▪ the Migrant Integration Strategy;▪ the National Traveller and Roma Inclusion Strategy;▪ the National Strategy for Women and Girls;▪ the National Disability Inclusion Strategy;▪ the Comprehensive Employment Strategy for People with Disabilities;▪ the LGBTI+ Inclusion Strategy;through proactive collaboration with key stakeholders, including Government Departments and agencies.● Consultations held with relevant stakeholders including Government Departments, State agencies, civil society, and relevant experts in developing strategic policy to succeed the strategies.● Existing equality strategies reviewed and evaluated.● Strategic frameworks developed based on proactive engagement with key stakeholders.
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<p>5.4 We will engage with EU institutions, and lead and coordinate Ireland's reporting process to the UN Committee on the Rights of the Child on our implementation of the UNCRC, and Ireland's response to the Committee's Concluding Observations.</p>	<ul style="list-style-type: none"> • Structured engagement at EU level on developments in the support, protection and welfare of children in particular the planned EU Strategy on the Rights of the Child and the EU Child Guarantee. • UNCRC reporting process and associated actions in place for Ireland's appearance at UNCRC Committee in 2022. • Progress achieved in mainstreaming a focus on children's rights in the policy making process through the commencement of a comprehensive audit of legislation to ensure it is in compliance with the UNCRC and consideration of the introduction of Child Rights Impact Assessments into the policy formulation process. • Ratification of the Second Optional Protocol to the UNCRC.
<p>5.5 We will review how we communicate with our stakeholders, and develop and implement a comprehensive Communications Strategy to support delivery of the Department's strategic objectives.</p>	<ul style="list-style-type: none"> • Provision of clear, co-ordinated, accessible information to the public and our stakeholders through a range of communications activities across both traditional and social media, with awareness and impact of such activities closely monitored. • Development of a dedicated Communications Unit within the Department. • Development and implementation of a comprehensive Communications Strategy. • Effective representation on central Government Communications Co-ordination Groups.

Strategic Goal 6

We will maintain high standards of performance and corporate governance with engaged, motivated and supported staff.

Strategic Goal 6

We will maintain high standards of performance and corporate governance with engaged, motivated and supported staff.

Strategic Actions	Performance Indicators
<p>6.1 We will ensure that there is a strong and effective corporate governance framework operating within the Department, including structured governance and performance oversight, led by senior management, of aegis bodies and funding intermediaries.</p>	<ul style="list-style-type: none"> • The Department's Corporate Governance Framework is reflective of best practice, consistent with the Corporate Governance Standard for the Civil Service, and reviewed annually. • The Department's Risk Management Policy is reflective of best practice and is reviewed annually. • Governance and performance oversight arrangements in place for all aegis bodies and funding intermediaries, including a focus on compliance with the Code of Practice for the Governance of State Bodies, 2016 and ensuring that Oversight Agreements are in place with the Department and reviewed annually. • Protected Disclosure policy supported and implemented across the Department and aegis bodies.

<p>6.2 We will develop a revised Strategic Workforce Plan to ensure that the Department has the resources, knowledge, skills and experience to deliver on its strategic objectives. We will also ensure an agile and flexible workforce, support our staff through Learning and Development initiatives, and create an environment where staff feel valued and respected.</p>	<ul style="list-style-type: none"> • An organisation that builds new relationships, leverages resources, works across sectoral boundaries, and unlocks innovation in public services. • An organisation which acts with integrity at all times, and is accountable for its actions. • A Strategic Workforce Plan developed and implemented. • Learning and Development Plan in place and kept under constant review. • An agile, flexible, motivated and engaged workforce. • An open and supportive work environment measured through regular staff engagement surveys.
<p>6.3 We will ensure that there are strong and effective Vote management arrangements in place within the Department to account to Government, the Oireachtas and the public for all expenditure incurred.</p>	<ul style="list-style-type: none"> • Clear lines of responsibility for approving and incurring Voted expenditure. • Regular financial management reporting to the Accounting Officer and Management Board on budgetary and financial matters, including the highlighting of areas of concern. • Clean and unqualified audits of the Department's Appropriation Account. • Strong internal audit function in place, with associated annual programme of work. • Regular reporting to the Accounting Officer and Management Board on budgetary and financial matters.

<p>6.4 We will ensure that appropriate governance arrangements are in place for the Early Learning and Care and School Age Childcare budget in order to achieve optimal outcomes and ensure value for money.</p>	<ul style="list-style-type: none"> • Updated Service Level Agreement in place with Pobal. • Performance Delivery Agreements in place with Pobal for all work programmes including compliance. • Updated annual agreements in place with all entities in receipt of funding from Early Years Division (e.g. City / County Childcare Committees and National Voluntary Childcare Organisations). • Outcomes from the Review of the Operating Model as approved by Government are implemented or incorporated into future planning.
<p>6.5 We will continue to operate systems which procure accommodation for persons seeking international protection which comply with National Standards, and ensure that inspections system effectively monitor that compliance.</p>	<ul style="list-style-type: none"> • New inspections system developed for IPAS accommodation. • Accommodation centres comply with National Standards.
<p>6.6 We will ensure that funding programmes are delivered according to stated objectives and requirements.</p>	<ul style="list-style-type: none"> • Funds programmes delivered in accordance with projected actions and requirements.
<p>6.7 We will ensure delivery of the Department's obligations under the National Climate Action Plan and any future initiatives in this area. This will include a focus on aegis bodies.</p>	<ul style="list-style-type: none"> • Reporting on Climate Action obligations in the Department's Annual Report.

Strategic Enablers

In order to deliver on our Goals and Strategic Actions over the period 2021-2023, there are some key strategic enablers that the Department must have in place to ensure their successful implementation.

A strong performance culture

As an organisation, we are committed to ensuring that we support and promote a results-oriented work environment, where the management of performance is recognised as an intrinsic responsibility, and where staff feel valued and encouraged to give their best. Managers account for the delivery of objectives through strong performance management activities, and detailed annual business planning and monitoring.

Our organisation is expanding, primarily as a result of the significant increase in responsibilities. This requires us to ensure that we have the necessary knowledge, skills and experience to deliver on our vision and strategic goals. It also provides opportunities for additional recruitment, re-skilling and re-alignment of resources, and for a strong focus on the personal and professional development of our workforce.

Our ambition is to ensure a more diverse, inclusive, innovative and positive working environment. In doing this we will develop an annual training plan that is reflective of the developmental and support needs of all staff in order to enhance the delivery of the Department's goals and objectives.

To support our staff we will also ensure that they have access to modern and effective information technology resources.

As our Department expands in scope and scale, we need to ensure that we are properly structured to manage the diversity of our policy mandate and responsibilities. We need to ensure that new policy areas are given equal focus and attention along with the responsibilities which we have had prior to the expansion of our functions. We will therefore review our existing structure and implement any changes required to build a new, lean and agile organisation, representative of all policy areas and reflective of our increasing mandate.

Remote Working

We recognise the significant impact COVID-19 has had both on the services we provide and on the way we work as an organisation. While COVID-19 has had significant negative impacts for a wide range of services and programmes, it has also shown us how innovation and breaking down traditional decision pathways can introduce new ideas quickly.

The move to remote working for our whole Department has been an exemplar of innovation in response to a crisis. We will continue to create a supportive environment for staff working remotely and those working in our offices, recognising the challenges and opportunities that this presents for the Department in conducting its business. This will include a strong focus on ensuring that staff are working in a safe environment at all times with appropriate support from their line manager. It will also allow for opportunities and efficiencies in terms of requirements for office space and faster development of IT solutions and supports for business activities.

Transfer of functions

The transfer of functions to the Department from the Department of Justice brings significant additional financial and governance accountability obligations. It obliges the Department to review and strengthen its corporate governance framework and structure. This requires a particular focus over the lifetime of this Strategy on ensuring that there is a seamless integration of the new functions, and of staff who have transferred to the Department. The planned transfer of disability services from the Department of Health in 2021 will also have significant additional implications for the Department and, when effected, will more than double the current Vote of the Department.

Legislation

The overall legislative work programme of the Department has increased significantly with its newly expanded remit. In addition to a large number of Bills, several of which are Government priorities, there are also two significant and complex projects in relation to the transfer of functions. The Department is developing primary legislation to amend the Child and Family Agency Act in order to ensure that the Minister for Education has authority in relation to the governance and oversight of the educational welfare functions, which are carried out by Tusla. The transfer of disability services will also require primary legislation. While Department of Health colleagues will take the lead on that project, close collaboration and co-operation will be required between the two Departments.

Financial and operational forecasting, capital planning

Continued focus on long-range planning is essential to ensure that we have the resources to achieve our vision and deliver on goals and Government commitments. We have to be aware of the overall macro-economic environment in which we operate whilst providing strong business cases, where required, to secure ongoing or additional funding. We also need to ensure that there are robust financial and procurement procedures in place across the organisation, and that we account fully and transparently for all expenditure incurred.

Collaboration & Evidence Informed policy

Collaboration is a key feature of our work. As can be seen by the number of national Strategies on which we are leading or contributing to, this involves us working collaboratively with other State Departments and agencies, and a wide variety of not-for-profit and for-profit organisations. In recognition of this, we need to continue to build networks, trust, and strong working relationships across a variety of stakeholders using a variety of suitable mechanisms.

We will ensure that our policies are informed by the best available evidence and research. This will include a programme of policy and service evaluation, enhanced access to and use of data, and increased capacity for strategic engagement with research and evidence generally.

Equality and Human Rights

We will embed an equality and human rights-based approach in our policies and practices as outlined in the section on the implementation of our public sector duty.

We also recognise that our staff are often dealing directly with persons who have suffered trauma, discrimination, racism, disadvantage and institutional and other forms of abuse.

We will provide appropriate training and support to enable staff to interact with the people we deal with, using empathy and understanding, and also to ensure the appropriate safeguards are in place for their own wellbeing.

Information Management

Accountability, transparency and information sharing is critical for us to serve the public properly. We will continue to expand our capacity and expertise in respect of records management and data protection, thereby supporting strong governance, openness and information-sharing, efficient work practices, and compliance with legal obligations in relation to Freedom of Information, Subject Access Requests under Data Protection and the archiving of State records.

Risk Management

As a Department, we acknowledge that there will always be a level of risk inherent in what we do. We have a comprehensive risk management policy framework and system in place across the Department. Risk is overseen by a Risk Committee, chaired by the Secretary General as the Accounting Officer. This includes a detailed register of corporate and unit-level risks. We have in place a range of measures designed to reduce the likelihood of each risk occurring but we accept that the likelihood of something occurring can be affected by factors within or outside our direct control. While we are prepared to take controlled risks to capitalise on new opportunities and to find innovative ways of furthering our objectives, we will have no tolerance for risks which infringe on our operating procedures or regulatory requirements.

Public Sector Duty

All public bodies in Ireland have a responsibility to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans. This is a legal obligation, called the Public Sector Equality and Human Rights Duty, and it originated in Section 42 of the Irish Human Rights and Equality Act, 2014.

Equality and human rights obligations are cornerstones of policymaking and service delivery within the Department. In line with the Public Sector Equality and Human Rights Duty, the Department commits, as part of this Statement of Strategy, to assess the human rights and equality issues, set out a plan to address the issues raised in the assessment, and to report annually on developments and achievement.

The Department has completed a full assessment of the human rights and equality issues relevant to our functions, available [here](#). Future reporting on this matter will take place as part of the Department's Annual Report arrangements.

Appendix 1:

Schedule of Legislation

Delivery of the Strategy will be underpinned by a comprehensive programme of legislation and reflective of the Programme for Government. This will include:

- Primary legislation for birth and early life information and tracing.
- Primary legislation for institutional burials.
- Parents' Leave and Benefit (Amendment) Bill, which includes an amendment of adoptive leave legislation.
- Gender Pay Gap (Information) Bill, and associated regulations.
- Primary legislation to provide the necessary powers to the Minister for Education for the governance and oversight of the educational welfare functions of Tusla, which were transferred to the Department of Education in 2021.
- Primary legislation to provide for the transfer of Disability functions from the Department of Health to DCEDIY – Department of Health to lead.
- Child Care (Amendment) Bill to provide for reform of the Guardian *ad litem* service in child care proceedings.
- Disability (Miscellaneous Provisions) Bill and the Assisted Decision-Making (Capacity) (Amendment) Bill.
- Legislation to reform and modernise the 1991 Child Care Act.
- Primary legislation to provide for remission in respect of children detention orders.
- Review of equality legislation and enactment of amendments to the equality legislation set out in the Programme for Government.
- Transposition of Work Life Balance Directive (EU) 2019/1158.
- Review of Adoption Acts.
- Legislation to provide for leave for persons experiencing domestic violence.

Appendix 2: Strategies and Schemes led by DCEDIY

Presented in alphabetical order.



Action Plan on School Age Childcare

The **Action Plan on School Age Childcare** is jointly developed and monitored alongside the Department of Education. Recognising the unique needs of children at school age, this Action Plan sets out the infrastructure necessary to assist in opening up accessible, high quality, affordable school age childcare for all children in Ireland.

The Action Plan covers formal or centre-based care and informal care/childminders. It deals with three main themes; access, quality and affordability. The Action Plan seeks to identify immediate or fundamental requirements in the area of school age childcare, and to have these needs addressed in a relatively short time frame.



Better Outcomes, Brighter Futures

Better Outcomes, Brighter Futures set out the Government's agenda and priorities in relation to children and young people aged under 25 years in the seven year period to 2020. Work will commence in 2021 on a successor strategy.

The intention is to reflect a whole of Government effort to improve outcomes for children and young people, and recognise the shared responsibility of achieving these results and the importance of doing so within existing resources. It will again be rooted in the State's commitments under the United Nations Convention on the Rights of the Child.



First 5

First 5 is a whole-of-Government strategy to improve the lives of babies, young children and their families. It is a ten-year plan to help make sure all children have positive early experiences and get a great start in life.

The First 5 Strategy uses evidence to identify goals, objectives and the specific actions required from across Government to support children and their families in the early years of life. First 5 commits to major initiatives on family leave, children's health services, parenting supports, child-friendly communities and Early Learning and Care services among a broad range of actions. The Strategy intends to significantly enhance early childhood and make a huge contribution to the lives of young children, society and the economy over the short, medium and long term.



Growing Up in Ireland

Growing Up in Ireland is a Government-funded study of children conducted jointly by the ESRI and Trinity College Dublin. It is managed by the Department of Children, Equality, Disability, Inclusion and Youth in association with the Central Statistics Office. The study started in 2006 and follows the progress of two groups of children: 8,000 9-year-olds (Child Cohort/ Cohort '98) and 10,000 9-month-olds (Infant Cohort/ Cohort '08). The members of the Child Cohort are now aged about 22 years and those of the Infant Cohort are around 12 years old.



LGBTI+ National Youth Strategy 2018-2020

The **LGBTI+ National Youth Strategy** takes a cross-governmental approach to putting additional measures in place so as to further enhance the lives of LGBTI+ young people, and address some of the key challenges they may face as part of their day-to-day lives.

Its successor Strategy will further contribute towards the Government's broader commitments to continue to strive for the full inclusion of LGBTI+ people in Irish society and to build a more inclusive Ireland for LGBTI+ young people.



Migrant Integration Strategy

The **Migrant Integration Strategy** aims to enable migrants or persons of migrant origin to participate on an equal basis with those of Irish heritage. Its primary objective is to ensure that barriers to full participation in Irish society by migrants or their Irish-born children are identified and addressed.

The Strategy works towards the creation of a society that is equipped to support integration both collectively and individually. The long-term vision is a society in which migrants and those of migrant origin play an active role in communities, workplaces and politics. It sees the guiding principles for Ireland of the future as those of solidarity and shared identity as members of Irish society.

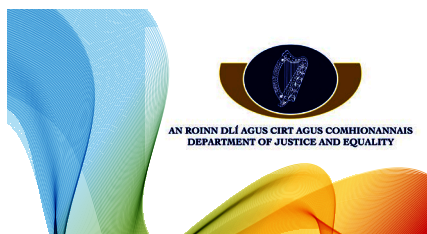


National Childcare Scheme

The **National Childcare Scheme** is the first ever statutory entitlement to financial support for childcare in Ireland. The Scheme has established an equitable and progressive system of universal and income-related subsidies for children up to the age of 15. It also provides an innovative and user-friendly online application process to access those subsidies.

Through all of the above, the National Childcare Scheme aims to improve children's outcomes, support lifelong learning, make work pay, reduce child poverty and tangibly reduce the cost of quality childcare for thousands of families across Ireland.

The Scheme provides a flexible, future-focused and sustainable platform to invest in quality Early Learning and Care and School Age Childcare. It is a commitment to children, and an investment in families.



National Disability Inclusion Strategy 2017-2021

The **National Disability Inclusion Strategy** takes a whole of Government approach to improving the lives of people with disabilities both in a practical sense, and also in creating the best possible opportunities for people with disabilities to fulfil their potential.

Following comprehensive consultation, specific actions and timescales were identified and agreed upon. The Strategy comprises of the following eight themes: equality and choice; joined up policies and public services; education; employment; health and wellbeing; person centred disability services; living in the Community; and transport and access to places.



National LGBTI+ Inclusion Strategy 2019 - 2021

The **National LGBTI+ Inclusion Strategy** provides a strategic framework for identifying and addressing issues which may prevent LGBTI+ people from enjoying full equality in practice in Irish society. The Strategy takes a whole of Government approach, and overlaps with other national strategies so as to tackle overlapping or intersecting discrimination faced by LGBTI+ persons in Ireland.

The Strategy is underpinned by a general action promoting LGBTI+ proofing of service provision. It is accompanied by actions on research, data collection and analysis aimed at building the evidence base to better equip public service providers to meet the needs of LGBTI+ service users.



National Strategy for Women and Girls 2017-2020

The **National Strategy for Women and Girls** sets out a series of actions to promote women's equality in the workplace, in sport, in politics and in the arts. It is for the diversity of women, rich and poor, old and young, from all communities, rural and urban.

The Strategy recognises that women have to get an equal seat at the table if they are to be in a position to influence the decisions that will affect their lives. As a result, it puts a focus on promoting women's leadership in politics, business, sport, and the arts and in local communities. The aim is to enable women to be equal and active citizens within Irish society. Work will commence in 2021 on a successor strategy.



National Strategy on Children and Young People's Participation in Decision-Making 2015-2020

The goal of this first **National Strategy on Children and Young People's Participation in Decision-making** is to ensure that children and young people will have a voice in their individual and collective everyday lives across the five national outcome areas. Work will commence in 2021 on a successor strategy.

The Strategy is primarily aimed at children and young people under the age of 18, but also embraces the voice of young people in the transition to adulthood up to the age of 24.

The Strategy is guided and influenced by the United Nations Convention on the Rights of the Child and the EU Charter of Fundamental Rights.



National Traveller and Roma Inclusion Strategy 2017-2021

Travellers and Roma are among the most disadvantaged and marginalised people in Ireland. The **National Traveller and Roma Inclusion Strategy** is a cross-Departmental initiative aimed at improving the lives of the Traveller and Roma communities in Ireland. The Strategy sets out 10 high-level objectives: Cultural Identity; Education; Employment and the Traveller Economy; Children and Youth; Health; Gender Equality; Anti-Discrimination and Equality; Accommodation; Traveller and Roma Communities; and Public Service.



National Youth Strategy

The aim of the **National Youth Strategy** is to enable all young people to realise their maximum potential, by respecting their rights and hearing their voices, while protecting and supporting them as they transition from childhood to adulthood.

In responding to the diverse needs and aspirations of these young people, and in line with the vision for a better Ireland set out in Better Outcomes, Brighter Futures, the National Youth Strategy has focused on enhancing the contribution of current and emerging policies, programmes and services to improving the national outcomes for young people aged 10-24 years. Work will commence in 2021 on a successor strategy.



Our Voices Our Schools

Our Voices Our Schools aims to ensure that young people have a voice in decisions about their individual and collective everyday lives in school. It is a resource which focuses on a rights-based approach to involving children and young people in decision-making, underpinned by Lundy's Model of Participation.

Shared Vision, Next Steps 2019-24



Shared Vision, Next Steps 2019 – 2024

Shared Vision, Next Steps 2019–2024 provides a succinct road map for the further development of the Children and Young People’s Services Committees (CYPSC) initiative.

The objective of the initiative is to take stock of progress and to identify the most immediate actions which need to be addressed and advanced. This will assist CYPSC to further develop in a strategic, integrated and sustainable manner to support the co-ordination and planning of efficient and effective services for children and young people.



UBU Your Place Your Space

UBU Your Place Your Space provides out of school supports to young people. These supports offer a wide range of quality activities, which are mainly community-based.

By providing this place and space, UBU aims to enable all young realise their maximum potential.

The introduction of UBU Your Place Your Space has brought us forward in delivering quality, flexible and responsive local youth services in Ireland.



What Works

What Works, funded under Dormant Accounts, is an initiative which aims to maximise the impact of prevention and early intervention to improve outcomes for children and young people living in Ireland. At the core of the initiative is a desire to foster persistent curiosity amongst those working to improve the lives of children and young people.

Four key strands have been identified to embed and enhance prevention and early intervention in children and young people's policy, service provision and practice. These key strands are data, evidence, quality, and professional development and capacity building.

**Comprehensive
Employment
Strategy for
People with
Disabilities**

2015-2024

Comprehensive Employment Strategy for People with Disabilities

The **Comprehensive Employment Strategy for People with Disabilities** sets out a series of actions, to be implemented over a ten-year period, to ensure that people with disabilities who are able to, and want to work are supported and enabled to do so.

The Strategy takes a cross-Government approach, bringing together Departments and agencies to address the barriers and challenges that impact on employment of people with disabilities.

The Strategy covers six priority areas: building skills, capacity and independence; providing bridges and supports into work; making work pay; promoting job retention and re-entry to work; providing co-ordinated and seamless support; an engaging employers.

Appendix 3:

Work with other Government Departments

Collaboration is a key feature of our work. As can be seen by the number of national Strategies on which we are leading or to which we are contributing, this involves us working collaboratively with other State Departments and Agencies to ensure the advancement of strategic goals and on cross-cutting policy areas. Examples of such areas are set out below:

Department of Taoiseach

- Streamlining of Government communications to provide information in a convenient, effective manner.

Department of Education

- Collaborating on the Education Strategy and Curriculum Development, and National Síolta Aistear Initiative.
- Continuing participation in the Early Years Education Advisory Group, the Operations and Systems Alignment Group, and the Qualifications Advisory Board.
- Continuing work on the Erasmus programme alongside the Department of Further and Higher Education, Research, Innovation and Science.
- Working towards the transfer of functions related to educational welfare to DCEDIY.
- Sharing appropriate evidence and experience with regard to the COVID-19 response.

Department of Enterprise, Trade and Employment

- Participating in the Inter Departmental Group on Future Jobs Ireland.
- Collaborating on the Remote Work Strategy and National AI Strategy.

Department of Environment, Climate and Communications

- Collaborating on the Inter Departmental Group on Sustainable Development Goals.
- Supporting implementation of the Climate Action Plan.

Department of Foreign Affairs

- Continuing collaboration on EU matters related to youth justice.
- Advancing post-Brexit arrangements.
- Supporting the implementation of the National Action Plan on Women, Peace and Security.

Department of Further and Higher Education, Research, Innovation and Science

- Continuing work on the Erasmus programme.

Department of Health

- Developing methodological and quality improvement measures in collaboration with HIQA.
- Participation in the Standards Development Advisory Groups for the proposed Overarching Standards for Children's Social Services and the proposed National Standards for Health and Social Care Services.
- Continuing participation in the Healthy Ireland Steering Group, Dedicated Child Health Workforce Steering Group, Obesity Policy and Implementation Oversight Group and Healthy Eating Guidelines Sub-Group.
- Working towards the transfer of functions related to disability services to DCEDIY.
- Sharing appropriate evidence and experience with regard to the COVID-19 response.

Department of Housing, Planning and Local Government

- Participating in the Inter Departmental Group on Directly Elected Mayor.

Department of Justice

- Continuing work to reform the Family Courts system.
- Supporting implementation of the Youth Justice Strategy, and the National Strategy on Domestic, Sexual and Gender-Based Violence.
- Participation in the Inter Departmental Group for the development of services for children who experience sexual abuse and their families.
- Collaborating with the Irish Refugee Protection Programme, the Irish Refugee Resettlement Programme, and on the resettlement of unaccompanied minors.
- Collaborating on the reform process for persons seeking international protection through the White Paper on International Protection Accommodation and the Department of Justice Programme Board on processing reforms.

Department of Public Expenditure and Reform

- Supporting the implementation of the Peace Programme, and the Public Service Innovation Strategy.
- Implementing relevant reforms associated with the civil service and public service reform programmes within the Civil Service Renewal Plan and Our Public Service 2020.
- Advancing actions set out in the Build to Share Strand of the Public Service ICT Strategy.

Department of Rural and Community Development

- Participating in the Right to Read Steering Group.
- Supporting the implementation of the Volunteering Strategy and Rural Strategy.
- Collaboration with regard to the governance of, and services delivered by, Pobal.

Department of Social Protection

- Continuing participation in the Lone Parent Review Implementation Steering Committee.
- Contributing to the Roadmap for Social Inclusion Steering Group.
- Participation on the Inter Departmental Group on Pathways to Work.
- Collaboration in relation to early learning and childcare and the National Childcare Scheme.

Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media

- Participating in the Inter Departmental Group on Island Development.



Appendix 4: Bodies under the aegis of the Department and Associated Commission



An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

Tusla, Child and Family Agency

The Brunel Building
Heuston South Quarter, St. John's Road West
Kilmainham, Dublin 8

tusla.ie



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission

Irish Human Rights and Equality Commission¹

16-22 Green Street, Dublin 7

ihrec.ie



ÚDARÁS UCHTÁLA na hÉIREANN
THE ADOPTION AUTHORITY of IRELAND

The Adoption Authority of Ireland

Shelbourne House, Shelbourne Road, Dublin 4

aai.gov.ie



ombudsman
do leanaí
for children

Office of the Ombudsman for Children²

Millennium House
52-56 Great Strand Street, Dublin 1

oco.ie

- ¹ The Irish Human Rights and Equality Commission is independent in its functions and reports directly to the Oireachtas, in accordance with the Irish Human Rights and Equality Commission Act, 2014.
- ² The Ombudsman for Children's Office is independent in its functions and reports directly to the Oireachtas, in accordance with the Ombudsman for Children Act, 2002.



Údarás Náisiúnta Míchumais
National Disability Authority

National Disability Authority

25 Clyde Road, Dublin 4

nda.ie



Gaisce, the President's Award

Ratra House, North Road, Phoenix Park, Dublin 8

gaisce.ie



Oberstown Children Detention Campus

Oberstown, Lusk, Co. Dublin

oberstown.com

Commission of Investigation into Mother and Baby Homes (& Certain Related Matters)*

73 Lower Baggot Street, Dublin 2

mbhcoi.ie

**Will cease operations on 28th February*

Appendix 5: Corporate Links


- [Data Protection](#)
- [Bodies under the Aegis](#)
- [Customer Service](#)
- [Regulation of Lobbying Act 2015](#)
- [Freedom of Information](#)
- [Governance Framework](#)
- [Decision Making Process for Major Policy Proposals](#)
- [Annual Reports](#)
- [State Board Appointments](#)
- [Financial Information](#)
- [Minutes of DCEDIY Management Board Meetings](#)
- [Functions and Services Provided](#)
- [Research: Introduction to what the Research & Evaluation Unit does](#)
- [Organisational Structure](#)
- [Framework of Assignments](#)



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth

An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Ráiteas Straitéise
2021-2023



A photograph of three young people, two women and one man, laughing joyfully on a tennis court. They are holding tennis rackets. The image is overlaid with a semi-transparent blue filter. The text is positioned on the left side of the image.

“Is í **ár bhFhís** ná sochaí atá cothrom, comhionann agus uilechuimsitheach, go bhfuil cearta á n-urramú, agus gur féidir le gach duine barr a chumais a bhaint amach.”

Réamhrá ón Aire

Is ábhar bróid agus is mór an phribhléid dom an deis a bheith agam soláthar Ráiteas Straitéise na Roinne a stiúradh as seo go ceann trí bliana. Tá mé ag súil le bheith ag obair i ndlúthchomhar leis an Ard-Rúnaí, foireann na Roinne agus na páirtithe leasmhara ar fad agus iarracht á déanamh againn clár oibre uailmhianach agus comhroinnte a chur i gcrích.

Is í an Fhís atá sonraithe sa Straitéis seo go bhfuil an tsochaí cothrom, comhionann agus uilechuimsitheach, go bhfuil cearta á n-urramú, agus gur féidir le gach duine barr a chumais a bhaint amach. Is é an Misean atá againn an saol atá á chaitheamh ag leanaí, daoine óga, aosaigh, teaghlaigh agus ag an bpobal a fheabhsú, aitheantas a thabhairt don éagsúlacht, agus comhionannas deiseanna a chur chun cinn sna réimsí éagsúla a bhfuil mise agus mo Roinn freagrach astu. Tá sé seo ag teacht le Clár an Rialtais, ina leagtar béim mhór agus shoiléir ar riachtanais na ngrúpaí sin laistigh dár sochaí ilghnéitheach. Le linn dúinn tacú le forbairt sochaí atá forásach, measúil agus cothrom, cinnteoidimid go mbeimid ag foghlaim ó eispéiris na nglúnta atá imithe romhainn agus déanfaimid iarracht freagairt do riachtanais marthanóirí.

Tá treochlár soiléir forbartha againn ina sonraítear ár dtosaíochtaí straitéiseacha le haghaidh na dtrí bliana amach romhainn. Tá ár dtosaíochtaí dírithe ar an méid seo a leanas:

- A chinntiú go bhfuil na beartais, an reachtaíocht, na hacmhainní agus na córais chearta i bhfeidhm againn chun freastal ar na riachtanais ar leith atá ag leanaí, daoine óga, aosaigh, teaghlaigh agus ag an bpobal laistigh de shochaí éagsúil agus chomhionann.
- Tacú le leanaí agus le daoine óga le foghlaim agus le rannpháirtíocht ghníomhach.
- Anailís a dhéanamh ar bheartais de chuid an Rialtais trí shúile leanaí, daoine óga, teaghlach, pobal agus grúpaí éagsúla.
- Oibriú go héifeachtach sa Rialtas trí chéile chun leas shochaí na hÉireann a chur chun cinn agus beartais a fhorbairt a fhreagraíonn do nádúr athraitheach shochaí na hÉireann.
- A chinntiú go ndéileálaimid le héagothroime agus le bacainní a chuireann cosc ar imircigh, dídeanaithe, iarratasóirí ar chosaint idirnáisiúnta, daoine LADTI+, an Lucht Siúil, an pobal Romach, daoine faoi mhíchumas, agus mná ó bheith rannpháirteach go hiomlán i sochaí na hÉireann.
- Tacú le luachanna comhionannais, urraim do chearta an duine agus saoirse ó chiníochas, ó sheineafóibe agus ó idirdhealú.
- Meastóireacht chriticiúil a dhéanamh ar ár bhfeidhmíocht, feabhsuithe a dhéanamh agus cinní a dhéanamh atá bunaithe ar an bhfianaise agus ar an taighde is fearr atá ar fáil.

Gné lárnach dár gcuid oibre é cur chun feidhme straitéisí náisiúnta éagsúla a bhfuil an phríomhfhreagracht ina leith ar an Roinn. Tá téarmaí tagartha na Roinne



leathnaithe go suntasach ag an Rialtas agus áirítear ina measc anois freagracht as beartas, reachtaíocht agus seirbhísí a bhaineann le lánpháirtíocht, comhionannas agus míchumas, nithe a raibh an phríomhfhreagracht ina leith luaite leis an Roinn Dlí agus Cirt roimhe seo. Lena chois sin, tá sé beartaithe ag an Rialtas go nglacfaidh an Roinn le tuilleadh freagrachta as seirbhísí míchumais a aistrefar ón Roinn Sláinte. Déanfar athbhreithniú ar an Straitéis de bhun aistriú na bhfeidhmeanna a bhaineann le seirbhísí míchumais.

Chiallaigh paidéim COVID-19 go raibh an t-uafás éileamh á ndéanamh ar an Roinn agus ar ár bpáirtithe leasmhara. Cé nach bhfuil aon fhasach ann i ndáiríre maidir le conas déileáil le paidéim dhomhanda den nádúr agus den scála seo, déanfaimid féin agus ár ngníomhaireachtaí gach rud is féidir lena chinntiú go mbeidh ár n-úsáideoirí seirbhísí, foireann agus teaghlach sábháilte le linn dúinn seirbhísí riachtanacha a chur ar fáil. Déanfaimid ár ndícheall lena chinntiú go mbeidh ár bhfeidhmeanna á gcur i gcrích ar an mbealach is fearr agus is féidir agus nuair a bheidh deireadh leis na srianta, cinnteoidimid go mbeimid in ann filleadh ar na gnáthsheirbhísí a chur ar fáil arís.

Tá sochaí na hÉireann ilghnéitheach, dinimiciúil agus athraitheach. Ionas go mbeimid in ann déileáil le dúshlán nua beidh gá le tuiscintí agus le comhpháirtíochtaí nua mar aon le tiomantas leanúnach do chur chuige atá bunaithe ar fhianaise agus ar chearta. Éileoidh ár n-uaimhian chomhroinnte comhoibriú láidir agus éifeachtach i Ranna Rialtais éagsúla, i dteannta le tacaíocht ón bhfoireann agus ó na páirtithe leasmhara ar fad. Tá mé ag súil le bheith ag obair libh ar fad chun ár gcuspóirí agus ár n-uaimhianta a chur i gcrích as seo go ceann 3 bliana.

Roderic O'Gorman TD

An tAire Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige

Brollach ón Ard-Rúnaí

Cúis áthais dom Ráiteas Straitéise 2021-2023 a chur in bhur láthair.

Ullmhaíodh an Ráiteas Straitéise i ndiaidh comhairliúcháin le foireann na Roinne, agus Ranna Rialtais agus páirtithe leasmhara seachtracha eile. Chomh maith leis sin, d'oibrigh an Roinn leis an gCoiste Oireachtais um Leanaí, Míchumas, Chomhionannas agus Lánpháirtíocht. Tá an t-eolas atá ar fáil sa Ráiteas Straitéise bunaithe ar na tiomantais atá sonraithe i gClár an Rialtais, tosaíochtaí an Aire agus ár bhfreagrachtaí leanúnacha.

Tá freagracht ghinearálta leanúnach ar an Roinn as beartas, reachtaíocht agus seirbhísí a bhaineann le leanaí agus le daoine óga. Ina theannta sin, tá roinnt feidhmeanna nua aistrithe chuig an Roinn, lena n-áirítear freagracht as beartas, reachtaíocht agus seirbhísí a bhaineann le lánpháirtíocht agus comhionannas. Chomh maith leis sin, aistríodh freagracht as beartas agus reachtaíocht míchumais chuig an Roinn seo ón Roinn Dlí agus Cirt, agus tá sé beartaithe go n-aistreofar freagracht as seirbhísí míchumais ón Roinn Sláinte chuig an Roinn seo amach anseo. Déanfar an Straitéis seo a nuashonrú nuair a tharlaíonn sé sin.

Sonraítear sa Ráiteas Straitéise ár bhFís, Misean, Luachanna agus Cuspóirí le haghaidh na dtrí bliana amach romhainn, agus tá tacar cuspóirí agus gníomhartha straitéiseacha atá deartha chun cabhrú linn ár bhfreagrachtaí a chomhlíonadh ag tacú leis. Beidh tacar straitéisí náisiúnta, atá á stiúradh againn nó a bhfuilimid ag cur leo, mar bhonn lenár misean a chomhlíonadh.

Míneoimid soláthar na Straitéise ar bhealach trédhearcach trí Thuarascáil Bhliantúil na Roinne. Oibreoimid i gcomhpháirt leis an Rialtas trí chéile agus le raon leathan páirtithe leasmhara lena chinntiú go mbeidh cur chuige comhordaithe againn i ndáil le beartas agus soláthar seirbhísí. Nuair a bheidh sé seo á dhéanamh againn, oibreoimid i ndlúthchomhar le gach eagraíocht, idir reachtúil, phríobháideach nó dheonach. Cabhróidh sé seo linn beartais a chur chun feidhme atá éifeachtach agus bunaithe ar fhianaise.



Tuigimid go rímhaith go bhfuil tionchar ag staid an gheilleagair trí chéile ar an gcumas ár sainordú a chur i gcrích. Táimid tiomanta do bheartas an Rialtais a chur chun feidhme ar bhealaí samhlaíocha, nuálacha bunaithe ar na hacmhainní atá ar fáil. Táimid airdeallach chomh maith ar thionchar phaindéim COVID-19 agus ar an éiginnteacht a bhaineann leis an bpaindéim. Á chur seo san áireamh, tá sé beartaithe ag an Roinn seo a chinntiú nach gcuirtear isteach ar fhorbairt agus ar chur chun feidhme an bheartais i rith na leibhéal difriúil srianta sainaitheanta i bpleananna an Rialtais chun déileáil le COVID-19.

Táim ag súil le bheith ag obair leis an Aire agus le foireann uile na Roinne, agus le foirne lasmuigh den Roinn, chun an méid atá sonraithe sa Ráiteas Straitéise seo a chomhlíonadh. Táim muiníneach trínár gcuid oibre agus tiomantais go mbeimid in ann feabhsuithe dáiríre a dhéanamh, as seo go ceann trí bliana, i ndáil le saol leanaí, daoine óga, ball grúpaí ilghnéitheacha inár bpobal agus baill leochaileacha dár sochaí.

Fergal Lynch
Ard-Rúnaí

Ár bhFís

Sochaí chothrom, chomhionann agus uilechuimsitheach, ina bhfuil cearta á n-urramú, agus inar féidir le gach duine barr a chumais a bhaint amach.

Ár Misean

Saol leanaí, daoine óga, aosach, teaghlach agus pobal a fheabhsú, ilghnéitheacht a aithint agus comhionannas deiseanna a chur chun cinn.

Ár Luachanna

- Tá daoine, idir leanaí agus aosáigh, ag croílár ár gcuid oibre.
- Éistimid le leanaí, daoine óga agus aosáigh, agus tugaimid ceart éisteachta dóibh i ndáil le cinntí a bhfuil tionchar acu ar a saol.
- Oibrímid chun na daoine is leochailí agus chun na daoine is mó atá faoi mhíbhuntáiste a chosaint, agus chun tacú lena riachtanais.
- Tuigimid an ról agus an tábhacht a bhaineann le gach teaghlach inár sochaí.
- Tá prionsabail an chomhionannais agus na hurraime do chearta an duine á gcomhtháthú inár gcuid oibre.
- Tá meas againn ar chearta gach duine a bheith rannpháirteach go hiomlán sa tsochaí agus tá aitheantas á thabhairt againn do ról an Stáit i dtacú le lánpháirtíocht dhearfach.
- Tá meas againn ar ár bhfoireann agus táimid ag tacú lenár bhfoireann agus táimid lánsásta smaointe nua agus bealaí nua oibre a chur san áireamh chun ár bhfís agus ár misean a chur i gcrích.
- Caithimid le teann measa lena chéile agus lenár bpáirtithe leasmhara ar fad.
- Bímid macánta agus neamhchlaonta i gcónaí agus táimid cuntasach as ár ngníomhartha ar fad.

Is é **an Misean** atá againn ná an saol atá á chaitheamh ag leanaí, daoine óga, aosaigh, teaghlaigh agus ag an bpobal a fheabhsú, aitheantas a thabhairt don éagsúlacht, agus comhionannas deiseanna a chur chun cinn sna réimsí éagsúla.



Ár gCuspóirí

1. Beidh beartais agus reachtaíocht atá bunaithe ar fhianaise á bhforbairt, á gcur chun feidhme agus á múnú againn a mbeidh torthaí feabhsaithe dóibh siúd a bhfuilimid ag freastal orthu dá mbarr.
2. Cinnteoidimid go mbeidh raon seirbhísí ar ardchaighdeán agus inbhuanaithe, a bhfuil infheistíocht straitéiseach ag tacú leo, á soláthar a fhreastalaíonn ar riachtanais daoine aonair, teaghlach agus pobal.
3. Cabhróimid le daoine atá leochaileach, lena n-áirítear leanaí, daoine óga agus daoine aonair atá i mbaol, dúshláin a shárú agus barr a gcumais a bhaint amach.
4. Tacóimid le forbairt sochaí atá forásach, measúil agus cothrom, a chuireann eispéiris na nglúnta atá imithe romhainn san áireamh agus a dhéanann iarracht freagairt do riachtanais marthanóirí.
5. Oibreoidimid i Ranna Rialtais, Comhlachtaí Poiblí agus sa tSochaí Shibhialta agus i gcomhpháirt le daoine aonair, teaghlaigh, agus pobail chun torthaí níos fearr a bhaint amach.
6. Tacóimid le hardchaighdeáin feidhmíochta agus rialachais chorparáidigh i dteannta le foireann atá rannpháirteach, spreagtha agus a bhfuiltear ag tacú léi.

Ár gCuspóirí agus Gníomhartha Straitéiseacha

Is roinn nuabhunaithe í an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige, agus tá glactha aici le freagrachtaí suntasacha breise. Le cois na bhfeidhmeanna tábhachtacha atá á gcomhlíonadh againn cheana féin sna réimsí seo a leanas - cosaint agus leas leanaí, cosc agus luath-idirghabháil, uchtú, tacaíochtaí teaghlaigh, luathfhoghlaim agus cúram leanaí, seirbhísí don aos óg agus ceartas don aos óg, agus eispéiris na nglúnta atá imithe romhainn, táimid anois freagrach as na mór-réimsí seo a leanas freisin - comhionannas, lánpháirtíocht, cosaint idirnáisiúnta agus beartas míchumais. Cuirfear tuilleadh réimsí san áireamh in 2021 tráth a nglacfaimid le freagracht as seirbhísí míchumais ón Roinn Sláinte.

Is ionann ár bhfeidhmeanna leathnaithe agus deis iontach fáis agus forbartha. Tá dlúthnaisc idir ár sainchúram bunaidh agus ár réimsí freagrachta nua, go háirithe i ndáil le ceisteanna comhionannais, tacú le cearta agus le mianta cuid dár ngrúpaí is leochailí sa tsochaí, agus díriú ar luath-idirghabháil agus ar thacaíocht réamhghníomhach. Chomh maith leis sin, táimid ag iarraidh a bheith forásach chun freastal ar riachtanais grúpaí sonracha agus ag an am céanna buntáistí a chruthú don tsochaí trí chéile.

Á gcur seo san áireamh, tá tacar dúshlánach cuspóirí agus gníomhartha straitéiseacha bunaithe againn atá le cur i gcrích as seo go ceann trí bliana. Athbhreithneoidimid agus nuashonróimid na gníomhartha sonracha sa Ráiteas Straitéise i rith 2021 nuair a ghlacfaimid freagracht as seirbhísí míchumais, ach beidh na cuspóirí atá sonraithe againn dúinn féin ábhartha roimh agus i ndiaidh an aistrithe seo. Beidh tacar príomhchumasóirí straitéiseacha ag tacú le cur i gcrích na ngníomhartha straitéiseacha, nach mór iad a bhunú chun tacú le cuspóirí na Roinne a chomhlíonadh.

Bhaineamar an-tairbhe as an [118 aighneacht i scríbhinn](#) a fuairamar ó Ranna Rialtais, páirtithe leasmhara na sochaí sibhialta, gníomhaireachtaí eile agus baill den phobal. Bhí na haighneachtaí dírithe ar na téamaí seo a leanas - leanaí, luathfhoghlaim agus cúram leanaí, seirbhísí don aos óg, soláthar díreach agus imeascadh imirceach, comhionannas inscne, an Lucht Siúil agus an pobal Romach, míchumas agus LADTI+. Chabhraigh na tuairimí a roinneadh linn lenár gcuspóirí agus gníomhartha a fhorbairt sa Straitéis trí chéile.

Ciallaíonn ár bpríomhchuspóirí, liostaithe thuas, go bhfuilimid tiomanta do na nithe seo a leanas:

- Beartais agus reachtaíocht atá bunaithe ar fhianaise a fhorbairt agus a chur chun feidhme; a chinntiú go bhfuil infheistíocht straitéiseach ag tacú le soláthar seirbhísí ar ardchaighdeán; cabhrú leis na daoine is leochailí sa tsochaí barr a gcumais a bhaint amach.
- Tacú le forbairt sochaí atá cothrom, bunaithe ar eispéiris na nglúnta atá imithe romhainn agus iarracht a dhéanamh freagairt do riachtanais marthanóirí.
- Obair a dhéanamh i gcomhpháirt leis na páirtithe leasmhara ar fad, lena n-áirítear comhlachtaí poiblí agus an tsochaí shibhialta chun torthaí níos fearr a bhaint amach.
- Ardchaighdeáin feidhmíochta agus rialachais chorparáidigh a chinntiú laistigh dár Roinn féin.

Déantar cur síos sna gníomhartha straitéiseacha ar conas a chomhlíonfar na cuspóirí seo as seo go ceann trí bliana. Tá táscairí feidhmíochta sonracha ag tacú leis na gníomhartha seo ina bhfuil mionsonraí maidir le conas a bheidh cur i gcrích gach gníomh á thomhas. Beidh breis mionsonraí i bPlean Gnó bhliantúil na Roinne ag tacú le gach ceann de na gníomhartha, a bheidh á ullmhú ag na Rannáin agus Aonaid aonair, agus a dhéanfar a athbhreithniú i rith na bliana, roimh chur chun feidhme.

Beidh dúshláin shuntasacha le sárú as seo go ceann trí bliana ach beidh deiseanna luachmhara ann don Roinn freisin de réir mar a bheidh á bhfís á comhlíonadh againn, is é sin sochaí chothrom, chomhionann agus uilechuimsitheach a chruthú, ina bhfuil cearta á n-urramú, agus inar féidir le gach duine barr a chumais a bhaint amach, mar aon lenár misean saol gach duine a fheabhsú agus comhionannas deiseanna a chur chun cinn.

Nuair a bheidh an Straitéis seo á cur chun feidhme, beidh an Roinn dírithe ar thiomantais ár dtéarmaí tagartha a chomhlíonadh atá le fáil in [“Clár an Rialtais – Ár dTodhchaí le Chéile”](#) agus freagrachtaí a chomhlíonadh atá i bhfeidhm i Ranna éagsúla go ginearálta, lena n-áirítear an méid atá sonraithe sa Phlean Forfheidhmithe Náisiúnta um Spriocanna Forbartha Inbhuanaithe agus sa Phlean Gníomhaithe ar son na hAeráide, mar shampla.

Cuspóir Straitéiseach 1

Beidh beartais agus reachtaíocht atá bunaithe ar fhianaise á bhforbairt, á gcur chun feidhme agus á múnú againn a mbeidh torthaí feabhsaithe dóibh siúd a bhfuilimid ag freastal orthu dá mbarr.

Cuspóir Straitéiseach 1

Beidh beartais agus reachtaíocht atá bunaithe ar fhianaise á bhforbairt, á gcur chun feidhme agus á múnlú againn a mbeidh torthaí feabhsaithe dóibh siúd a bhfuilimid ag freastal orthu dá mbarr.

Gníomhartha Straitéiseacha	Táscairí Feidhmíochta
<p>1.1 Cinnteoidimid go mbeidh clár cuimsitheach reachtaíochta ag tacú le soláthar na Straitéise agus go mbeidh sé ag teacht le Clár an Rialtais.</p>	<ul style="list-style-type: none"> • Beidh tograí reachtacha á bhforbairt agus á gcur chun cinn tríd an Rialtas agus tríd an Oireachtas. Tá an sceideal reachtaíochta le fáil in Aguisín 1.
<p>1.2 Cuirfimid leis an rath a bhí ar <i>Torthaí Níos Fearr, Todhchaí Níos Gile</i>, agus lena infreastruchtúr feidhmithe, trí straitéis chomharba a fhorbairt atá comhtháite, dírithe ar ghníomh agus ar an tsochaí trí chéile ó thaobh ionchuir agus feidhmiúcháin de.</p>	<ul style="list-style-type: none"> • Forbróimid, seolfaimid agus cuirfimid chun feidhme straitéis a thiocfaidh i gcomharba ar <i>Torthaí Níos Fearr, Todhchaí Níos Gile</i>. • Leanfaimid le tuilleadh forbartha agus mionleasaithe ar an gcomhoibriú trasrialtais, earnála agus idirghníomhaireachta.
<p>1.3 Leanfaimid orainn le forbairt agus le cur chun feidhme beartais ar ardchaighdeán, fianaisebhunaithe chun rochtain ar Fhoghlaim agus Cúram na Luath-Óige agus Cúram Leanaí ar Aois Scoile ar ardchaighdeán agus inacmhainne a fheabhsú agus torthaí níos fearr a chinntiú do leanaí, teaghlaigh, an geilleagar agus an tsochaí.</p>	<ul style="list-style-type: none"> • Plean feidhmithe trí bliana <i>Na Chéad 5</i> a chur chun feidhme le béim ar na nithe seo a leanas: <ul style="list-style-type: none"> ▪ Togra a chur faoi bhráid an Rialtais maidir le samhail mhaoinithe nua do sheirbhísí luathfhoghlama agus cúraim leanaí. Ansin forbrófar plean feidhmithe thacúil agus déanfar é a bhrú chun cinn. ▪ Plean Forbartha don Lucht Saothair a fhorbairt don earnáil agus é a chur chun feidhme. ▪ Athbhreithniú a dhéanamh ar an tsamhail oibriúcháin náisiúnta lena n-áirítear breithniú ar bhunú Chúram Leanaí Éireann. ▪ An Plean Gníomhaíochta um Fheighlíocht Leanaí a chur chun feidhme. ▪ Tuilleadh rialaithe ar chúram leanaí ar aois scoile. ▪ Athbhreithniú 12 mhí ar an Scéim Náisiúnta Cúraim Leanaí.

<p>1.4 Forbróimid beartas don aos óg atá ar ardchaighdeán agus fianaisebhunaithe trí Struchtúr Náisiúnta Rannpháirtíochta nua leis an Earnáil don Aos Óg a bhunú agus Straitéis don Aos Óg athnuaite a chur i dtoll a chéile.</p>	<ul style="list-style-type: none"> • Bunófar an Struchtúr Náisiúnta Rannpháirtíochta leis an Earnáil don Aos Óg. • Glacfar leis an straitéis athnuaite don aos óg agus cuirfear tús leis an gcur chun feidhme. • Tá an cur chuige náisiúnta maidir le hEolas don Aos Óg forbartha agus curtha chun feidhme.
<p>1.5 Beidh ról ceannaireachta againn i ndáil le forbairt an bheartais tacaíochta teaghlaigh agus tuismitheoireachta. Áireofar anseo treoir beartais shoiléir le haghaidh, agus maoirseacht ar sheirbhísí tacaíochta teaghlaigh agus tuismitheoireachta a bheidh á soláthar agus á gcoimisiúnú ag Tusla agus ag seirbhísí ábhartha eile.</p>	<ul style="list-style-type: none"> • Tá samhlacha náisiúnta comhaontaithe bunaithe agus tá tús curtha leis an gcur chun feidhme. • Tá méadracht fheabhsaithe ar fáil maidir le hionchuir, aschuir agus torthaí. • Tá comhordú feabhsaithe seirbhísí tacaíochta le haghaidh teaghlach agus tuismitheoirí ailínithe le struchtúir agus le tacaíochtaí gaolmhara le haghaidh leanaí agus daoine óga.
<p>1.6 Déanfaimid foráil le haghaidh athchóiriú sheirbhís an Chaomhnóra <i>ad litem</i> in imeachtaí cúraim leanaí trí fhoilsiú agus achtú Bhille um Chúram Leanaí (Leasú) nua, ullmhúcháin do thosach feidhme an Achta agus bunú seirbhís nua náisiúnta Caomhnóra <i>ad litem</i>.</p>	<ul style="list-style-type: none"> • Leasuithe curtha i bhfeidhm ar Bhille um Chúram Leanaí (Leasú) 2019. • Bille um Chúram Leanaí (Leasú) nua ullmhaithe, foilsithe agus achtaithe. • Rialacháin faoin Acht nua dréachtaithe agus sínithe. • Tosach feidhme an Achta agus seirbhís náisiúnta Caomhnóra <i>ad litem</i> bunaithe.

<p>1.7 Forbróimid agus cuirfimid chun feidhme tograí mionsonraithe le haghaidh nua-chóiriú reachtach, beartais agus oibríochtúil Acht um Chúram Leanaí 1991 lena chinntiú go seastar le leasa is fearr an linbh.</p>	<ul style="list-style-type: none"> • Athbhreithniú ar Acht um Chúram Leanaí 1991 curtha i gcrích. • Reachtaíocht ullmhaithe de réir an chuir chuige chomhaontaithe. • Foilsiú agus achtú na reachtaíochta leasaithí riachtanaí. • Cur chun feidhme na leasuithe riachtanacha comhthreomhara oibríochtúla agus beartais. • Soiléire agus comhaontú méadaithe maidir le struchtúir le haghaidh comhoibriú idirghníomhaireachta.
<p>1.8 Déanfaimid maoirseacht ar chreat uchtaithe éifeachtach, agus beidh leasa is fearr an linbh ag croílár an chreata, agus tacóimid le hathchóiriú beartais agus reachtach i réimse na seirbhísí uchtaithe, agus tabharfaimid tús áite do rochtain ar fhaisnéis bhreithe a fhorbairt.</p>	<ul style="list-style-type: none"> • Reachtaíocht a bhaineann le Faisnéis Bhreithe agus Luathshaoil agus Rianaithe achtaithe. • Athbhreithniú ar na hAchtanna Uchtála curtha i gcrích. • Rannpháirtíocht leanúnach le seirbhísí uchtála Údarás Uchtála na hÉireann agus Tusla, lena n-áirítear rannpháirtíocht maidir le hathchóiriú na gcóras faisnéise agus rianaithe.
<p>1.9 Déanfaimid pleananna le haghaidh agus soláthróimid samhail seachadta nua le haghaidh “<i>Ag Fás Aníos in Éirinn</i>, an staidéar fadaimseartha náisiúnta ar leanaí agus ar dhaoine óga”.</p>	<ul style="list-style-type: none"> • Déanfaimid maoirseacht ar sholáthar chonradh <i>Ag Fás Aníos in Éirinn</i> idir 2020-2022. • Déanfaimid pleananna le haghaidh agus aistreoimid <i>Ag Fás Aníos in Éirinn</i> chuig an Roinn agus An Phríomh-Oifig Staidrimh ó Eanáir 2023.

<p>1.10 Forbróimid agus cuirfimid chun feidhme beartais a bhaineann le comhionannas inscne agus ceisteanna comhionannais go ginearálta, a dhéileálann le gannionadaíocht na mban i ról cheannaireachta agus chinnteoireachta agus riachtanais teaghlach i bhfostaíocht. Déanfaimid é seo trí shaoire teaghlaigh agus trí thionscnaimh eile a sholáthar.</p>	<ul style="list-style-type: none"> • Trasuíomh na Treorach maidir le Cothromaíocht Oibre is Saoil (AE) 2019/1158. • Reachtaíocht maidir le saoire teaghlaigh achtaithe. • Beartas straitéiseach forbartha chun teacht i gcomharba ar An Straitéis Náisiúnta do Mhná agus do Chailíní, 2017-2020. • An Bille um Fhaisnéis faoin Difríocht Pá idir na hInscní (Faisnéis) achtaithe agus bailchríoch curtha ar na rialacháin ghaolmhara.
<p>1.11 Forbróimid agus cuirfimid chun feidhme beartais a éascaíonn lánpháirtiú pobal imircigh, tacóimid le hionchuimsiú agus le rannpháirtíocht an Lucht Siúil, an phobail Romaigh agus daoine faoi mhíchumas, agus déileálfaimid le ciníochas.</p>	<ul style="list-style-type: none"> • Beartas straitéiseach forbartha chun teacht i gcomharba ar <i>Straitéis Náisiúnta um Chuimsiú um Lucht Siúil agus na Romach, 2017-2021</i>. • Reachtaíocht míchumais a bhfuil sé mar aidhm léi an Coinbhinsiún ar Chearta Daoine atá faoi Mhíchumas atá achtaithe a chomhlíonadh. • Achtú an Bhille um Míchumas (Forálacha Ilghnéitheacha) agus an Bhille um Chinnteoireacht Chuidithe (Cumas) (Leasú). • Tá an tSeirbhís Tacaíochta Cinnteoireachta oibríochtúil chun tosach feidhme Acht um Chinnteoireacht Chuidithe (Cumas) 2015 a éascú. • Beartas straitéiseach forbartha chun teacht i gcomharba ar <i>An Straitéis Náisiúnta um Chuimsiú Daoine faoi Mhíchumas, 2017-2021</i>. • An Plean Gníomhaíochta Náisiúnta i gcoinne an Chiníochais forbartha agus curtha chun feidhme. • Beartas straitéiseach forbartha chun teacht i gcomharba ar <i>An Straitéis um Imeachadh Imirceach, 2017-2020</i>.

1.12 Trí bheith ag obair in earnálacha éagsúla, beimid freagrach as cur chun feidhme *Straitéis Náisiúnta Óige LADTI+* agus *Straitéis Náisiúnta Ionchuisithe LADTI+ 2019-2021* na hÉireann lena chinntiú go bhfuil aosaigh agus daoine óga LADTI+ sofheicthe, go mbaineann luach lena bpobal agus go bhfuil siad á gcur san áireamh.

- Beartas straitéiseach forbartha chun teacht i gcomharba ar *An Straitéis Náisiúnta um Chuimsiú Daoine LADTI+*.
- Cur chun feidhme beart sofheictheachta agus forbartha acmhainne lena n-áirítear Greamán Fáilte (*Welcome Sticker*) agus an feachtas Amuigh Os Ard.
- Tacú le Fóram na nDaoine Óga LADTI+ chun Rialachas Straitéise a fheabhsú.
- Foilsiú na dara tuarascála maidir le cur chun feidhme na *Straitéise Óige Náisiúnta LADTI+*.

Cuspóir Straitéiseach 2

Cinnteoimid go mbeidh raon seirbhísí ar ardchaighdeán agus inbhuanaithe, a bhfuil infheistíocht straitéiseach ag tacú leo, á soláthar a fhreastalaíonn ar riachtanais daoine aonair, teaghlach agus pobal.

Cuspóir Straitéiseach 2

Cinnteoimid go mbeidh raon seirbhísí ar ardchaighdeán agus inbhuanaithe, a bhfuil infheistíocht straitéiseach ag tacú leo, á soláthar a fhreastalaíonn ar riachtanais daoine aonair, teaghlach agus pobal.

Gníomhartha Straitéiseacha	Táscairí Feidhmíochta
<p>2.1 Cinnteoimid go mbeidh infheistíocht straitéiseach agus pleanáil láidir airgeadais mar bhonn le soláthar ár dtosaíochtaí ar fad. Áireofar anseo béim láidir ar phleanáil foireann oibre agus é mar aidhm a chinntiú go bhfuil an acmhainn agus an cumas soláthair ag an gcóras soláthair chun freagairt don riachtanas sainaitheanta.</p>	<ul style="list-style-type: none"> • Ullmhófar pleananna airgeadais mionsonraithe agus costáilte, agus déanfar iad a bhrú chun cinn tríd an bpróiseas Meastachán Bliantúil chun tacú le cur chun feidhme tosaíochtaí straitéiseacha. • Forbrófar agus cuirfear chun feidhme pleananna don fhoireann oibre seachtrach chun tacú le comhlachtaí faoi choimirce agus le hearnálacha a gcuid seirbhísí a sholáthar.
<p>2.2 Forbróimid agus feabhsóimid soláthar seirbhísí don aos óg in Éirinn, lena n-áirítear trí athchóiriú clár maoinithe don aos óg agus treisiú na dtionscnamh ar ardchaighdeán don aos óg.</p>	<ul style="list-style-type: none"> • <i>UBU D'Áit Do Spás</i> curtha chun feidhme ina iomláine ar bhonn feabhais leanúnaigh. • An Scéim Deontas do Sheirbhísí Óige athchóirithe. • Meicníochtaí tacaíochta ar ardchaighdeán don aos óg treisithe. • Infheistíocht leanúnach i gcur chun cinn súgartha agus áineasa mar cheart de chuid an linbh agus forbairt Lá Náisiúnta Súgartha i gcomhar le hÚdaráis Áitiúla.
<p>2.3 Soláthróimid raon scéimeanna agus tionscnamh lena chinntiú go mbeidh ar chumas leanaí agus teaghlach Fhoghlaim agus Chúram na Luath-Óige (ELC) atá ar ardchaighdeán agus inacmhainne a rochtain. Cinnteoimid go mbeidh an úsáid is fearr agus is féidir á baint as infheistíocht Rialtais trí mhonatóireacht a dhéanamh ar chlár láidir meastóireachta, agus feabhas leanúnach ar chaighdeán lena n-áirítear aiseolas ó úsáideoirí seirbhísí.</p>	<ul style="list-style-type: none"> • Rochtain oiriúnach ar sheirbhísí ELC ar ardchaighdeán ar fud an Stáit. • Cur le deiseanna gairmiúla fhoireann sheirbhísí fhoghlaim agus chúram na luath-óige, agus é mar aidhm go mbeadh céim ábhartha bronnta ar 30% den fhoireann atá ag obair i seirbhísí ELC faoi dheireadh 2021. • Meastóireachtaí ar <i>chlár Chúram agus Oideachas na Luath-Óige</i>, ar an <i>tSamhail Rochtana agus Chuimsithe</i>, ar an <i>Scéim Náisiúnta Cúraim Leanaí</i> agus ar <i>Tús Níos Fearr</i> curtha i gcrích, rannpháirtíocht le páirtithe leasmhara san áireamh.

<p>2.4 Bainisteachas an chéim is déanaí de Clár na hÉireann um Chosaint Dídeanaithe chun 2,900 dídeanaí a thabhairt go hÉirinn agus iad a athlonnú i bpobail ar fud na tíre.</p>	<ul style="list-style-type: none"> • 2,900 dídeanaí tugtha go hÉirinn agus athlonnaithe ar fud na tíre. • Ionaid Fáiltithe agus Tionscnaimh Éigeandála sainaitheanta agus monatóireacht déanta ar a soláthar seirbhíse leanúnaí. • Socruithe déanta le hÚdaráis Áitiúla agus le Comhpháirtithe Feidhmithe maidir le hathlonnú rathúil dídeanaithe ina gceantar féin.
<p>2.5 Forbróimid agus cuirfidimid chun feidhme samhail chóiríochta nua agus tacaíochtaí gaolmhara le haghaidh daoine atá ag tabhairt faoin bpróiseas Cosanta Idirnáisiúnta, atá dírithe ar chur chuige seachbhrabúsach, agus seirbhísí leanúnacha a chur ar fáil do dhaoine mar sin.</p>	<ul style="list-style-type: none"> • Páipéar Bán maidir le Soláthar Díreach a ionadú foilsithe. • Céim Idirthréimhseach 2021- 2024 curtha i gcrích agus samhail nua le haghaidh Cóiríocht agus Tacaíocht i bhfeidhm faoi 2024. • Cóiríocht éigeandála díchoimisiúnaithe. • Monatóireacht á déanamh ar chaighdeán in ionaid Fáiltithe Náisiúnta ó Eanáir 2021. • Spriocanna sonracha ag struchtúir mhaoirseachta comhlíonta.
<p>2.6 Tacóimid le Tusla lena thiomantas d'fheabhsuithe leanúnacha i soláthar seirbhíse agus i bhfeidhmíocht chun torthaí do leanaí, daoine óga agus a dteaghlaigh a bharrfheabhsú.</p>	<ul style="list-style-type: none"> • Próisis mhaoirseachta, rannpháirtíochta agus feidhmíochta athnuaite bunaithe. • Cumhdach beartais agus treo beartais iomlán ag tacú le soláthar seirbhíse. • Athstruchtúir eagraíochtúil agus forbairt chomhtháite ar an bhfoireann oibre curtha i gcrích. • Méadracht chomhtháite maidir le soláthar agus feidhmíocht seirbhíse bunaithe.

2.7 Cinnteoidimid go bhfuil freagairtí dea-phleanáilte agus le dóthain acmhainní bunaithe ag an Roinn agus ag na comhlachtaí faoina coimirce chun déileáil leis an tionchar atá ag COVID-19 faoi láthair agus leis an tionchar a d'fhéadfadh a bheith ag COVID-19 amach anseo.

- Cumarsáid shoiléir agus thrédhearcach leis an bhfoireann agus leis na comhlachtaí faoi choimirce maidir leis na bearta a theastaíonn chun freagairt don phaindéim agus chun seirbhísí a chothabháil ar bhealach sábháilte.
- Tuairisciú rialta do Roinn an Taoisigh maidir le freagairt na Roinne agus comhlachtaí faoi choimirce na Roinne don phaindéim, agus aird a tharraingt ar aon ábhar imní nó rioscaí ag cur leibhéal na srianta atá i bhfeidhm san áireamh.
- A chinntiú go dtacaítear le seirbhísí filleadh ar chúrsaí mar a bhí a luaithe agus is féidir i ndiaidh na paindéime.

Cuspóir Straitéiseach 3

Cabhróimid le daoine atá leochaileach, lena n-áirítear leanaí, daoine óga agus daoine aonair atá i mbaol, dúshlán a shárú agus barr a gcumais a bhaint amach.

Cuspóir Straitéiseach 3

Cabhróimid le daoine atá leochaileach, lena n-áirítear leanaí, daoine óga agus daoine aonair atá i mbaol, dúshláin a shárú agus barr a gcumais a bhaint amach.

Gníomhartha Straitéiseacha	Táscairí Feidhmíochta
<p>3.1 Déanfaimid tuilleadh forbartha ar chlár agus ar scéimeanna Fhoghlaim agus Chúram na Luath-Óige (ELC) lena chinntiú gur féidir le leanaí agus teaghlaigh a bhfuil seirbhísí ag teastáil uathu go géar na seirbhísí sin a rochtain. Áireofar anseo leanaí atá faoi mhíbhuntáiste eacnamaíoch, leanaí ag a bhfuil riachtanais bhreise agus tuismitheoirí a bhfuil iarracht á déanamh acu a bheith i mbun oibre nó filleadh ar an obair.</p>	<ul style="list-style-type: none"> • Rochtain, inacmhainneacht agus caighdeán feabhsaithe ELC do leanaí agus teaghlaigh, lena n-áirítear tuilleadh forbairt a dhéanamh ar an Scéim Náisiúnta Cúraim Leanaí chun rochtain a leathnú agus bacainní ar rochtain dóibh siúd a dteastaíonn sé uathu a laghdú. • Forbairt na Samhla um Rochtain agus Cuimsiú (AIM) ionas go mbeidh sé ar fáil lasmuigh de chomhthéacs Chúram agus Oideachas na Luath-Óige (ECCE). • Raon beart a bhunú faoin tsamhail mhaoinithe nua lena n-áirítear samhail cosúil le DEIS le haghaidh ELC. • Caighdeán feabhsaithe seirbhísí trí Phlean Forbartha don Lucht Saothair a chur chun feidhme.
<p>3.2 Treiseoidimid cumhdach agus cosaint leanaí trí cheannaireacht ar fud an Rialtais, treoir agus tacaíocht láidir a sholáthar do Tusla agus rannpháirtíocht le páirtithe leasmhara eile chun leas agus cosaint leanaí a fheabhsú.</p>	<ul style="list-style-type: none"> • Tacófar agus feabhsófar seirbhísí leasa agus cosanta leanaí trí phróisis ina n-áirítear plé feidhmíochta le Tusla. • Leanúint le cur chun feidhme an Achta um Thús Áite do Leanaí 2015. • An Treoir a bhaineann le <i>Tús Áite do Leanaí</i> a choinneáil cothrom le dáta, cuimsitheach agus sofhreagrúil.

<p>3.3 Déanfaimid tuilleadh forbartha ar an gcur chuige beartais agus straitéiseach i ndáil le leanaí atá i gcúram (Cónaithe, Altrama agus Speisialta) agus oibreimid le páirtithe leasmhara chun torthaí a fheabhsú agus lena chinntiú go bhfuiltear ag seasamh le cearta leanaí atá i gcúram seirbhísí riachtanacha a rochtain.</p>	<ul style="list-style-type: none"> • Beartas chun tacú le leanaí atá i gcúram a fhorbairt agus a chur chun feidhme. • Tacaíochtaí feabhsaithe le haghaidh agus chun monatóireacht a dhéanamh ar thorthaí do leanaí atá i gcúram. • Forbairt foirne agus táscairí feabhsaithe maidir le torthaí chun eolas a chur ar fáil le haghaidh ord tosaíochta leanaí, cobhsaíocht socrúcháin agus rannpháirtíocht in oideachas.
<p>3.4 Cuirfimid measúnuithe foirmiúla ar iarratasóirí ar chosaint idirnáisiúnta i gcrích chun eolas a bhailiú faoi aon riachtanais speisialta fáiltithe atá ag daoine leochaileacha, leanaí san áireamh.</p>	<ul style="list-style-type: none"> • Tús curtha le próiseas foirmiúil measúnaithe riachtanas agus le meicníocht athbhreithnithe oiriúnach. • Cúrsaí oiliúna forbartha agus curtha ar fáil d'fhoireann IPAS agus dóibh siúd a bhfuil cóiríocht agus seirbhísí á gcur ar fáil acu do dhaoine i gcóiríocht IPAS. • Conairí atreoraithe do sheirbhísí cuí agus comhaontú déanta maidir le soláthraithe seirbhíse ábhartha Stáit agus neamh-Rialtasacha.
<p>3.5 Déanfaimid maoirseacht ar chúram sábháilte agus slán do dhaoine óga atá ciontaithe nó athchurtha ag na Cúirteanna ar bhealach a chomhlíonann a gcuid riachtanas sláinte agus oideachais, a thacaíonn leo éirí as an gciontú, agus a ullmhaíonn iad chun filleadh ar a dteaghlach agus ar a bpobail.</p>	<ul style="list-style-type: none"> • Samhail CEHOP (Cúram, Oideachas, Sláinte, Ciontú, agus Ullmhú le scaoileadh abhaile) [<i>Care, Education, Health, Offending, and Preparation for release, CEHOP</i>] curtha chun feidhme ag Baile an Oibrigh agus tacaíocht tabhartha don tsamhail sin laistigh de chreat cearta leanaí.

3.6 Leanfaimid ar aghaidh le treoir a thabhairt maidir le nuálaíochtaí i gcosc agus luath-idirghabháil chun torthaí do leanaí, daoine óga, a dteaghlach agus pobal a bharrfheabhsú.

- Déanfar tuilleadh forbairt ar an tionscnamh Cad a Oibríonn (*What Works*) chun tacú le nuálaíocht sa soláthar seirbhíse do leanaí, daoine óga agus a dteaghlaigh.
- Ról ceannaireachta a ghlacadh i ndáil le tionscnaimh cosúil le Lár na Cathrach Thoir Thuaidh (NEIC), Coistí Seirbhísí do Leanaí agus do Dhaoine Óga (CYPSC), agus forbairt straitéis choimisiúnaithe Tusla chun freagairtí seirbhíse a fheabhsú.
- Tacú le comhdhlúthú agus le lánpháirtiú coisc agus luath-idirghabhála i samhail oibríochtúil de sholáthar seirbhíse Tusla lena chinntiú go bhfuil tacaíochtaí láidre agus saoráideacha ar fáil do sholáthar seirbhíse túslíne.

Cuspóir Straitéiseach 4

Tacóimid le forbairt sochaí atá forásach, measúil agus cothrom, a chuireann eispéiris na nglúnta atá imithe romhainn san áireamh agus a dhéanann iarracht freagairt do riachtanais marthanóirí.

Cuspóir Straitéiseach 4

Tacóimid le forbairt sochaí atá forásach, measúil agus cothrom, a chuireann eispéiris na nglúnta atá imithe romhainn san áireamh agus a dhéanann iarracht freagairt do riachtanais marthanóirí.

Gníomhartha Straitéiseacha	Táscairí Feidhmíochta
<p>4.1 Tacóimid le freagairt an Stáit do Thuarascáil an Choimisiúin Imscrúdúcháin ar Árais Máithreacha agus Naíonán.</p>	<ul style="list-style-type: none"> • Plean Gníomhaíochta Straitéiseach forbartha agus curtha chun feidhme ar fud an Rialtais. • Rannpháirtíocht fheabhsaithe le páirtithe leasmhara bunaithe, go háirithe le marthanóirí agus uchtaithe. • Scéim um Aitheantas Aisiríoch bunaithe. • Reachtaíocht maidir le hadhlachtaí stairiúla achtaithe. • Gníomhaireacht bunaithe chun clár comhaontaithe tochailte agus dí-adhlachta a chur i gcrích i dTuaim. • Aonad Bainistíochta Faisnéise bunaithe agus ag feidhmiú de réir GDPR agus oibleagáidí agus tiomantais eile.
<p>4.2 Forbróimid beartais agus reachtaíocht chun comhionannas inscne agus comhionannas go ginearálta a chur chun cinn agus chun déileáil le bacainní a bhfuil bac á chur acu ar dhaoine aonair ó pháirt iomlán a ghlacadh i sochaí na hÉireann.</p>	<ul style="list-style-type: none"> • Athbhreithniú déanta ar reachtaíocht comhionannais. • Moltaí Thionól na Saoránach maidir le ról na mban curtha chun feidhme de réir mar is cuí. • Íocaíochtaí déanta faoi na Scéimeanna Mhaigdiléana. • Cuimhneachán oiriúnach forbartha do mhná a chaith roinnt ama in institiúidí Mhaigdiléana.

Cuspóir Straitéiseach 5

Oibreoimid i gcomhpháirt le daoine aonair, teaghlaigh, agus pobail i Ranna Rialtais, Comhlachtaí Poiblí agus sa tSochaí Shibhialta chun torthaí níos fearr a bhaint amach.

Cuspóir Straitéiseach 5

Oibreimid i gcomhpháirt le daoine aonair, teaghlaigh, agus pobail i Ranna Rialtais, Comhlachtaí Poiblí agus sa tSochaí Shibhialta chun torthaí níos fearr a bhaint amach.

Gníomhartha Straitéiseacha	Táscairí Feidhmíochta
<p>5.1 Beidh ról ceannaireachta againn in iarracht na hÉireann a chinntiú go mbeidh ceart leanaí agus daoine óga a nglór a bheith le cloisteáil i ndáil le cinní a bhfuil tionchar acu ar a saol aonair agus comhchoiteann a thabhairt chun soiléire trí reachtaíocht, beartas agus seirbhís éifeachtach a sholáthar.</p>	<ul style="list-style-type: none"> • Seirbhís rannpháirtíochta náisiúnta feabhsaithe bunaithe, a chuireann comhairliúchán agus rannpháirtíocht leanaí agus daoine óga san áireamh, ag leibhéal náisiúnta agus áitiúil. • Plean Cúig Bliana um Fhorbairt Straitéiseach le haghaidh Chomhairle na nÓg foilsithe agus curtha chun feidhme. • Tionól Aeráide na nÓg bunaithe. • Straitéis rannpháirtíochta athnuaite comhaontaithe agus curtha chun feidhme thar shaolré na Straitéise seo.
<p>5.2 Leanfaimid ar aghaidh le maoirseacht a dhéanamh ar chur chun feidhme <i>Na Chéad 5</i> agus ag cur le forbairt beartas tras-Rialtais agus glacfaimid le húnéireacht roinnte i ndáil le cur chun feidhme an bheartais.</p> <p>Úsáidfimid ár gcreat cuimsitheach maidir le rannpháirtíocht páirtithe leasmhara chun dul i gcomhairle le leanaí, teaghlaigh, soláthraithe agus foireann Fhoghlaim agus Chúram na Luath-Óige agus Cúram Leanaí ar Aois Scoile, agus le páirtithe leasmhara eile chun beartas a fhorbairt agus maoirseacht a dhéanamh ar chur chun feidhme.</p>	<ul style="list-style-type: none"> • Tuarascáil bhliantúil ar dhul chun cinn déanta i ndáil leis an bPlean um Chur i bhFeidhm Na Chéad 5 (2019-2021). • Athbhreithniú trí bliana ar Na Chéad 5 agus é mar aidhm plean um chur i bhfeidhm breise a fhorbairt don tréimhse 2022-2025. • Rannpháirtíocht chuimsitheach agus lánbhri le páirtithe leasmhara de réir an chreata foilsithe agus an táirge foilsithe. • Rannpháirtíocht chuimsitheach agus fhianaisebhunaithe i ndáil le raon leathan beartas eacnamaíoch agus sóisialta Rialtais. • Rannpháirtíocht chuimsitheach agus lánbhri leis na páirtithe leasmhara ar fad ar mhaithe le beartas fianaisebhunaithe a fhorbairt, cuntasacht láidir agus cumarsáid dhéthroo éifeachtach.

5.3 Forbróimid straitéisí comhionannais comharba trí chomhpháirtíocht réamhghníomhach le príomhpháirtithe leasmhara, lena n-áirítear trí chomhoibriú tras-Rialtais.

- Cur chun feidhme na nithe seo a leanas:
- an Straitéis um Imeachadh Imirceach;
- Straitéis Náisiúnta um Chuimsiú an Lucht Siúil agus na Romach;
- an Straitéis Náisiúnta do Mhná agus do Chailíní;
- an Straitéis Náisiúnta um Chuimsiú Daoine faoi Mhíchumas;
- an Straitéis Chuimsitheach Fostaíochta do Dhaoine faoi Mhíchumas;
- an Straitéis um Chuimsiú Daoine LADTTI+; trí chomhoibriú réamhghníomhach le príomhpháirtithe leasmhara, lena n-áirítear Ranna agus gníomhaireachtaí Rialtais.
- Comhairliúcháin réachtáilte le páirtithe leasmhara ábhartha lena n-áirítear Ranna Rialtais, gníomhaireachtaí Stáit, an tsochaí shibhialta, agus saineolaithe ábhartha i ndáil le beartas straitéiseach a fhorbairt chun teacht i gcomharba ar na straitéisí.
- Athbhreithniú agus measúnú déanta ar na straitéisí comhionannais atá ann cheana féin.
- Creataí straitéiseacha forbartha bunaithe ar rannpháirtíocht réamhghníomhach le príomhpháirtithe leasmhara.

<p>5.4 Oibreoimid i dteannta le hinstiúidí AE, agus beidh ról ceannaireachta agus comhordaithe againn i bpróiseas tuairiscithe na hÉireann do Choiste na Náisiún Aontaithe um Chearta an Linbh maidir le UNCRC a bheith á chur chun feidhme againn, agus freagairt na hÉireann do Bhreithnithe Deiridh an Choiste.</p>	<ul style="list-style-type: none"> • Rannpháirtíocht struchtúrtha ag leibhéal AE maidir le forbairtí a bhaineann le tacaíocht, cosaint agus leas leanaí go háirithe i Straitéis bheartaithe an AE maidir le Cearta an Linbh agus Ráthaíocht i dTaobh Leanaí an AE. • Próiseas tuairiscithe agus gníomhartha gaolmhara UNCRC bunaithe le haghaidh láithreas na hÉireann ag Coiste UNCRC in 2022. • Dul chun cinn déanta i ndáil le béim ar chearta leanaí a phríomhshruthú sa phróiseas déanta beartas trí thús a chur le hiniúchadh cuimsitheach ar reachtaíocht lena chinntiú go bhfuil UNCRC á chomhlíonadh agus breithniú a dhéanamh ar Mheasúnachtaí Tionchair ar Chearta an Linbh a chur san áireamh mar chuid den phróiseas forbartha beartas. • Daingniú an Dara Prótacal Roghnach le haghaidh UNCRC.
<p>5.5 Déanfaimid athbhreithniú ar an modh atá againn chun cumarsáid a dhéanamh lenár bpáirtithe leasmhara, agus forbróimid agus cuirfimid chun feidhme Straitéis Cumarsáide cuimsitheach chun tacú le cuspóirí straitéiseacha na Roinne a chur i gcrích.</p>	<ul style="list-style-type: none"> • Faisnéis shoiléir, chomhordaithe, inrochtana a chur ar fáil don phobal agus dár bpáirtithe leasmhara trí raon gníomhaíochtaí cumarsáide trí na meáin thraidisiúnta agus shóisialta, agus monatóireacht ghéar a dhéanamh ar thionchar a leithéid sin de ghníomhaíochtaí. • Aonad Cumarsáide ar leith a bhunú laistigh den Roinn. • Straitéis Chumarsáide cuimsitheach a fhorbairt agus a chur chun feidhme. • Ionadaíocht éifeachtach ar Ghrúpaí Comhordúcháin Cumarsáide Rialtais Láir.

Cuspóir Straitéiseach 6

Tacóimid le hardchaighdeán feidhmíochta agus rialachais chorparáidigh i dteannta le foireann atá rannpháirteach, spreagtha agus a bhfuiltear ag tacú léi.

Cuspóir Straitéiseach 6

Tacóimid le hardchaighdeán feidhmíochta agus rialachais chorparáidigh i dteannta le foireann atá rannpháirteach, spreagtha agus a bhfuiltear ag tacú léi.

Gníomhartha Straitéiseacha	Táscairí Feidhmíochta
<p>6.1 Cinnteoimid go mbeidh creat rialachais chorparáidigh láidir agus éifeachtach ag feidhmiú laistigh den Roinn, lena n-áirítear rialachas struchtúrtha agus maoirseacht feidhmíochta, á dtreorú ag foireann bainistíochta sinsearach, comhlachtaí faoi choimirce agus idirghabhálaithe maoinithe.</p>	<ul style="list-style-type: none"> • Tá léargas le fáil ar dhea-chleachtas i gCreat Rialachais Chorparáidigh na Roinne, comhsheasmhach le Caighdeán Rialachais Chorparáidigh na Státseirbhíse, a ndéantar athbhreithniú air gach bliain. • Tá léargas le fáil ar dhea-chleachtas i mBeartas Bainistíochta Riosca na Roinne agus déantar athbhreithniú air gach bliain. • Tá socruithe maidir le rialachas agus maoirseacht feidhmíochta bunaithe le haghaidh gach comhlacht faoi choimirce agus idirghabhálaí maoinithe, lena n-áirítear béim ar Chód Cleachtais chun Comhlachtaí Stáit a Rialú 2016 a chomhlíonadh agus a chinntiú go bhfuil Socruithe Maoirseachta bunaithe leis an Roinn agus go bhfuil athbhreithniú á dhéanamh orthu gach bliain. • Tacaíocht curtha ar fáil do bheartas Nochtuithe Cosanta agus é curtha chun feidhme sa Roinn agus sna comhlachtaí faoina coimirce.

<p>6.2 Forbróimid Plean Straitéiseach don Lucht Saothair athbhreithnithe lena chinntiú go bhfuil na hacmhainní, an t-eolas, na scileanna agus an taithí ag an Roinn chun a cuspóirí straitéiseacha a chomhlíonadh. Chomh maith leis sin, cinnteoidimid go mbeidh foireann shofhreaigrúil agus sholúbtha ar fáil, go mbeimid ag tacú lenár bhfoireann trí thionscnaimh Foghlama agus Forbartha, agus go mbeidh timpeallacht á cruthú ina bhfuil meas agus luach ar obair na foirne.</p>	<ul style="list-style-type: none"> • Eagraíocht atá sásta caidreamh nua a bhunú, acmhainní a threisiú, obair a chur i gcrích in earnálacha éagsúla, agus tairbhe a bhaint as nuálaíocht i seirbhísí poiblí. • Eagraíocht a chinntíonn ardchaighdeán an t-am ar fad, agus atá cuntasach as a cuid gníomhartha. • Tá Plean Straitéiseach don Lucht Saothair forbartha agus curtha chun feidhme. • Tá Plean Foghlama agus Forbartha bunaithe agus tá athbhreithniú leanúnach á dhéanamh air. • Foireann oibre atá sofhreaigrúil, solúbtha, spreagtha agus gnóthach. • Timpeallacht oibre atá oscailte agus tacúil arna tomhas trí shuirbhéanna rannpháirtíochta foirne rialta.
<p>6.3 Cinnteoidimid go bhfuil socruithe bainistíochta láidre agus éifeachtacha Vóta bunaithe laistigh den Roinn chun cuntas a sholáthar don Rialtas, don Oireachtas agus don phobal maidir leis an gcaiteachas tabhaithe ar fad.</p>	<ul style="list-style-type: none"> • Línte freagrachta soiléire chun caiteachas Vótáilte a cheadú agus a thabhú. • Tuairisciú rialta bainistíochta airgeadais don Oifigeach Cuntasaíochta agus don Bhord Bainistíochta maidir le ceisteanna buiséid agus airgeadais, lena n-áirítear aird a tharraingt ar ábhair inní. • Iniúchtaí glana agus neamhcháilithe ar Chuntas Leithreasa na Roinne. • Feidhm iniúchta inmheánaigh láidir bunaithe, agus clár oibre bliantúil gaolmhar. • Tuairisciú rialta don Oifigeach Cuntasaíochta agus don Bhord Bainistíochta maidir le ceisteanna buiséid agus airgeadais.

<p>6.4 Cinnteoidimid go bhfuil socruithe rialachais oiriúnacha bunaithe do bhuiséad Fhoghlaim agus Chúram na Luath-Óige agus do Chúram Leanaí ar Aois Scoile chun torthaí barrmhaithe a bhaint amach agus luach ar airgead a chinntiú.</p>	<ul style="list-style-type: none"> • Comhaontú Leibhéal Seirbhíse nuashonraithe bunaithe le Pobal. • Socruithe Soláthar Feidhmíochta bunaithe le Pobal le haghaidh gach clár oibre lena n-áirítear comhlíontacht. • Comhaontuithe bliantúla nuashonraithe bunaithe le gach eintiteas a bhfuil maoiniú á fháil aige ón Rannán Luathbhlianta (e.g. Coistí Contae / Cathrach i gCúram Leanaí agus Eagraíochtaí Náisiúnta Deonacha um Chúram Leanaí). • Cuirtear chun feidhme nó cuimsítear torthaí ón Athbhreithniú ar an tSamhail Oibriúcháin mar atá faofa ag an Rialtas i bpleanáil a dhéantar sa todhchaí.
<p>6.5 Leanfaimid i mbun córas a sholáthraíonn cóiríocht do dhaoine a bhfuil cosaint idirnáisiúnta á lorg acu a bhfuil Caighdeáin Náisiúnta á gcomhlíonadh aige, agus cinnteoidimid go bhfuil monatóireacht éifeachtach á déanamh ag an gcóras iniúchtaí ar an gcomhlíontacht sin.</p>	<ul style="list-style-type: none"> • Forbrófar córas nua iniúchtaí le haghaidh cóiríocht IPAS. • Tá Caighdeáin Náisiúnta á gcomhlíonadh ag ionaid chóiríochta.
<p>6.6 Cinnteoidimid go mbeidh cláir mhaoinithe á soláthar de réir cuspóirí agus ceanglas sonraithe.</p>	<ul style="list-style-type: none"> • Tá cláir mhaoinithe á soláthar de réir gníomhartha agus ceanglas réamh-mheasta.
<p>6.7 Cinnteoidimid go mbeidh oibleagáidí na Roinne faoin bPlean Náisiúnta Gníomhaithe ar son na hAeráide agus aon tionscnaimh eile a bheidh ann amach anseo á gcomhlíonadh. Cuimseofar anseo béim ar chomhlachtaí faoi choimirce.</p>	<ul style="list-style-type: none"> • Tuairisciú maidir le hoibleagáidí Athraithe Aeráide i dTuarascáil Bhliantúil na Roinne.

Cumasóirí Straitéiseacha

Chun ár gCuspóirí agus Gníomhartha Straitéiseacha a sholáthar sa tréimhse 2021-2023, tá roinnt príomhchumasóirí straitéiseacha nach mór don Roinn a bhunú lena chinntiú go bhfuil siad á gcur chun feidhme ar bhonn rathúil.

Cultúr láidir feidhmíochta

Mar eagraíocht, táimid tiomanta do chinntiú go bhfuilimid ag tacú le agus ag cur timpeallacht oibre atá dírithe ar thorthaí chun cinn, timpeallacht ina nglactar le bainistíocht feidhmíochta mar fhreagracht bhunúsach, agus ina mothaíonn an fhoireann go bhfuil meas ar an obair atá á déanamh acu agus ina spreagtar iad chun a ndícheall a dhéanamh. Bíonn bainisteoirí freagrach as cuspóirí a chomhlíonadh trí ghníomhaíochtaí láidre bainistíochta feidhmíochta, agus pleanáil agus monatóireacht mhionsonraithe bhliantúil ghnó.

Tá ár n-eagraíocht ag fás, go príomha mar thoradh ar an méadú suntasach atá tagtha ar fhreagrachtaí. Ceanglaíonn sé seo orainn a chinntiú go bhfuil an t-eolas, na scileanna agus an taithí chuí againn chun ár bhfís agus ár gCuspóirí straitéiseacha a chur i gcrích. Chomh maith leis sin, soláthraíonn sé deiseanna chun breis daoine a earcú, tabhairt faoi athoilúint agus acmhainní a athrú thart, agus béim láidir a leagan ar fhorbairt phearsanta agus ghairmiúil ár bhfoireann oibre.

Is í an uaillmhian atá againn timpeallacht oibre níos éagsúla, níos ionchuimsithí, níos nuálaí agus níos dearfaí a chinntiú. Le linn dúinn é seo a dhéanamh forbróimid plean oiliúna bliantúil ina dtugtar léargas ar riachtanais fhorbarthacha agus tacaíochta na foirne ar fad chun soláthar spriocanna agus chuspóirí na Roinne a fheabhsú.

Chun tacú lenár bhfoireann cinnteoidimid chomh maith go mbeidh rochtain ag gach duine ar acmhainní teicneolaíochta faisnéise nua-aimseartha agus éifeachtacha.

De réir mar a fhorbraíonn scóip agus scála ár Roinne, ní mór dúinn a chinntiú go bhfuil struchtúr ceart bunaithe againn ionas go mbeimid in ann freastal ar éagsúlacht shainordú agus fhreagrachtaí ár mbeartais. Ní mór dúinn a chinntiú go leagtar béim chothrom agus go dtugtar aird chothrom ar réimsí beartais nua i dteannta leis na freagrachtaí a bhí orainn sular leathnaíodh ár bhfeidhmeanna. Dá réir sin, déanfaimid athbhreithniú ar an struchtúr atá ann cheana féin agus cuirfimid chun feidhme aon athruithe atá riachtanach chun eagraíocht nua, bharrainneach agus shofhreagrúil a fhorbairt, a bheidh ionadaíoch ar gach réimse beartais agus a thabharfaidh léargas ar ár sainordú méadaithe.

Cianobair

Tuigimid an tionchar suntasach a bhí ag COVID-19 ar na seirbhísí atá á soláthar againn agus ar an mbealach a oibrímid mar eagraíocht. Cé go raibh tionchair dhiúltacha shuntasacha ag COVID-19 ar raon leathan seirbhísí agus clár, léirigh sé dúinn freisin conas a spreagann nuálaíocht agus deireadh a bheith ag teacht go tapa le conairí traidisiúnta cinnteoireachta, smaointe nua go tapa.

Is dea-shampla nuálaíochta mar fhreagairt do ghéarchéim é obair na Roinne ar fad a bheith á déanamh ó chian anois. Leanfaimid ar aghaidh ag cruthú timpeallacht thacúil don fhoireann atá ag obair ó chian agus dóibh siúd atá ag obair inár n-oifigí, agus cuirfimid san áireamh na dúshláin agus na deiseanna a chruthaíonn sé seo do reáchtáil ghnó na Roinne. Leagfar béim shuntasach ar a chinntiú go bhfuil an fhoireann ag obair i dtimpeallacht shábháilte an t-am ar fad agus go bhfuil tacaíocht chuí ar fáil ó bhainisteoirí líne. Chomh maith leis sin, cruthóidh sé deiseanna agus éifeachtúlachtaí i ndáil le riachtanais le haghaidh spás oifige agus réitigh agus tacaíochtaí TF níos tapa le haghaidh gníomhaíochtaí gnó.

Aistriú feidhmeanna

Cruthaíonn aistriú feidhmeanna chuig an Roinn ón Roinn Dlí agus Cirt oibleagáidí suntasacha breise airgeadais agus cuntasachta rialachais. Cuireann sé dualgas ar an Roinn a creat agus struchtúr rialachais chorparáidigh a athbhreithniú agus a threisiú. Éilíonn sé seo béim ar leith a leagan thar shaolré na Straitéise seo ar a chinntiú go bhfuil comhtháthú saoráideach na bhfeidhmeanna, agus na foirne a aistríodh chuig an Roinn ag tarlú. Chomh maith leis sin, beidh impleachtaí suntasacha breise ag aistriú beartaithe seirbhísí míchumais ón Roinn Sláinte in 2021 ar an Roinn, agus nuair a bheidh feidhm leo, beidh siad mar bhonn le Vóta reatha na Roinne a dhúbailt.

Reachtaíocht

Tá méadú suntasach tagtha ar chlár oibre reachtach na Roinne mar thoradh ar a téarmaí tagartha méadaithe. Le cois líon mór Billí, ar tosaíochtaí Rialtais cuid acu, baineann dhá thionscadal shuntasacha agus chasta le haistriú feidhmeanna. Tá reachtaíocht phríomha á forbairt ag an Roinn chun an tAcht fán nGníomhaireacht um Leanaí agus an Teaghlach a leasú lena chinntiú go bhfuil údarás ag an Aire Oideachais i ndáil le rialachas agus maoirseacht na bhfeidhmeanna leasa oideachais, atá á gcur i gcrích ag Tusla. Ina theannta sin, ceanglóidh aistriú seirbhísí míchumais reachtaíocht phríomha. Cé go nglacfaidh comhghleacaithe sa Roinn Sláinte ról ceannaireachta i ndáil leis an tionscadal sin, beidh gá le dlúthchomhar agus comhoibriú idir an dá Roinn.

Réamhaisnéisiú airgeadais agus oibríochtúil, pleanáil chaipitil

Tá sé riachtanach béim leantach a leagan ar phleanáil fhadtréimhseach lena chinntiú go bhfuil na hacmhainní againn chun ár bhfís a chomhlíonadh agus cuspóirí agus tiomantais an Rialtais a chomhlíonadh. Ní mór dúinn a bheith airdeallach ar an timpeallacht mhaicreacnamaíoch ina bhfuilimid ag obair agus ag an am céanna cásanna gnó láidre a sholáthar, más gá, chun maoiniú leanúnach nó breise a aimsiú. Chomh maith leis sin, ní mór dúinn a chinntiú go bhfuil nósanna imeachta láidre airgeadais agus soláthair bunaithe ar fud na heagraíochta, agus go bhfuil cuntas iomlán agus trédhearcach á dhéanamh againn ar an gcaiteachas tabhaithe ar fad.

Comhoibriú & Beartas Fianaisebhunaithe

Príomhghné dár gcuid oibre é comhoibriú. Mar is léir ón líon Straitéisí náisiúnta atá á stiúradh againn nó a bhfuilimid ag cur leo, áirítear anseo a bheith ag comhoibriú le Ranna agus gníomhaireachtaí Stáit eile, agus éagsúlacht mhór eagraíochtaí seachbhrabúsacha agus brabúsacha. D'fhonn aitheantas a thabhairt dó seo, ní mór dúinn gréasáin, iontaobh agus caidreamh láidir oibre a bhunú le páirtithe leasmhara éagsúla trí úsáid a bhaint as sásraí oiriúnacha éagsúla.

Cinnteoimid go bhfuil ár mbeartais bunaithe ar an bhfianaise agus ar an taighde is fearr atá ar fáil. Áireofar anseo clár meastóireachta beartais agus seirbhíse, rochtain fheabhsaithe ar agus úsáid fheabhsaithe sonraí, agus breis acmhainne le haghaidh rannpháirtíocht straitéiseach le taighde agus le fianaise go ginearálta.

Comhionannas agus Cearta an Duine

Neadóimid cur chuige atá bunaithe ar chomhionannas agus ar chearta an duine inár mbeartais agus cleachtais mar atá sonraithe sa roinn ar chur chun feidhme ár ndualgas earnála poiblí.

Chomh maith leis sin, tuigimid go mbíonn ár bhfoireann ag déileáil go díreach le daoine a d'fhulaing mar gheall ar thráma, idirdhealú, ciníochas, míbhuntáiste agus drochíde instiúideach agus cineálacha eile drochíde.

Soláthróimid oiliúint agus tacaíocht oiriúnach chun cur ar chumas na foirne idirghníomhú leis na daoine a mbímid ag déileáil leo, trí bheith báuil agus tuisceanach, agus chomh maith leis sin, cinnteoimid go mbeidh na cosaintí cuí ar fáil chun ár bhfolláine féin a chinntiú.

Bainistíocht Faisnéise

Tá cuntasacht, trédhearcacht agus comhroinnt faisnéise ríthábhachtach ionas gur féidir linn freastal ar an bpobal mar is ceart. Leanfaimid ar aghaidh ag cur lenár n-acmhainn agus lenár saineolas i ndáil le bainistíocht taifead agus cosaint sonraí, agus ar an tslí sin, tacóimid le rialachas láidir, oscailteacht agus comhroinnt faisnéise, cleachtais oibre éifeachtacha, agus comhlíontacht le hoibleagáidí dlí a bhaineann le Saoráil Faisnéise, Iarratais Duine ar a S(h)onraí faoi Chosaint Sonraí agus cartlannú thaifid an Stáit.

Bainistíocht Riosca

Mar Roinn, tuigimid go mbeidh leibhéal riosca ag baint leis an méid atá á dhéanamh againn i gcónaí. Tá creat beartais chuimsithigh bainistíochta riosca bunaithe againn sa Roinn trí chéile. Tá maoirseacht á déanamh ag Coiste Riosca ar riosca, faoi chathaoirleacht an Ard-Rúnaí mar Oifigeach Cuntasaíochta. Áirítear anseo clár mionsonraithe de rioscaí corparáideacha agus rioscaí ag leibhéal aonaid. Tá raon beart bunaithe againn a bhfuil sé mar aidhm leo an seans go dtarlóidh gach riosca a laghdú ach tuigimid go bhféadfadh rud éigin tarlú mar thoradh ar fhachtóirí atá nó nach bhfuil á rialú go díreach againn. Cé go bhfuilimid ullmhaithe chun rioscaí rialaithe a thógáil chun tairbhe a bhaint as deiseanna nua agus chun bealaí nuálacha a aimsiú chun ár gcuspóirí a fhorbairt, ní bheidh aon ghlacadh againn le rioscaí a sháraíonn ár nósanna imeachta oibríochtúla nó ár gceanglais rialála.

Dualgas na hEarnála Poiblí

Tá freagracht ar gach comhlacht poiblí in Éirinn comhionannas a chur chun cinn, idirdhealú a chosc agus cearta daonna a bhfostaithe, custaiméirí, úsáideoirí seirbhísí agus gach duine a bhfuil tionchar ag a mbeartais agus ag a bpleananna orthu a chosaint. Is oibleagáid dhlíthiúil é sin, ar a dtugtar Dualgas na hEarnála Poiblí um Chomhionannas agus Cearta an Duine, a tionscnaíodh in Alt 42 d'Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas 2014.

Is iad comhionannas agus cearta an duine bunchlocha an cheaptha beartais agus an tsoláthair seirbhíse laistigh den Roinn. Ar aon dul le Dualgas na hEarnála Poiblí um Chomhionannas agus Cearta an Duine, geallann an Roinn, mar chuid den Ráiteas Straitéise seo, measúnú a dhéanamh ar cheisteanna a bhaineann le cearta an duine agus le comhionannas, plean a bhunú chun déileáil leis na ceisteanna ar tarraingíodh aird orthu sa mheasúnú, agus tuairisciú go bliantúil maidir le forbairtí agus gnóthachtáil.

Tá measúnú iomlán déanta ag an Roinn ar cheisteanna a bhaineann le cearta an duine agus comhionannais atá ábhartha dár bhfeidhmeanna, ar fáil [anseo](#) (Ár leithscéal nach bhfuil leagan Gaeilge ar fáil). Déanfar tuairisciú breise ar an gceist seo mar chuid de na socruithe do Thuarascáil Bhliantúil na Roinne.

Aguisín 1:

An Sceideal Reachtaíochta

Beidh clár cuimsitheach reachtaíochta ag tacú le soláthar na straitéise agus beidh sé ag teacht le Clár an Rialtais. Áireofar anseo:

- Reachtaíocht phríomha le haghaidh faisnéis agus rianú breithe agus luathshaoil.
- Reachtaíocht phríomha le haghaidh adhlacthaí institiúideacha.
- An Bille um Shaoire agus Sochar Tuismitheora (Leasú), a áirítear ann leasú ar an reachtaíocht a bhaineann le saoire uchtaíoch.
- An Bille um Fhaisnéis faoin Difríocht Pá idir na hInscní, agus na rialacháin ghaolmhara.
- Reachtaíocht phríomha chun na cumhachtaí riachtanacha a thabhairt don Aire Oideachais le haghaidh rialachas agus mhaoirseacht fheidhmeanna leasa oideachais Tusla, a aistríodh chuig an Roinn Oideachais in 2021.
- Reachtaíocht phríomha chun feidhmeanna Míchumais a aistriú ón Roinn Sláinte chuig DCEDIY – agus beidh ról ceannaireachta ag an Roinn Sláinte.
- Bille um Chúram Leanaí (Leasú) chun foráil a dhéanamh le haghaidh athchóiriú sheirbhís an Chaomhnóra *ad litem* in imeachtaí cúraim leanaí.
- An Bille um Míchumas (Forálacha Ilghnéitheacha) agus an Bille um Chinnteoireacht Chuidithe (Cumas) (Leasú).
- Reachtaíocht chun Acht um Chúram Leanaí 1991 a athchóiriú agus a nuachóiriú.
- Reachtaíocht phríomha chun foráil a dhéanamh le haghaidh loghtha i ndáil le horduithe coinneála leanaí.
- Athbhreithniú ar reachtaíocht comhionannais agus ar achtú leasuithe ar an reachtaíocht comhionannais atá sonraithe i gClár an Rialtais.
- Trasúiomh na Treorach maidir le Cothromaíocht Oibre is Saoil (AE) 2019/1158.
- Athbhreithniú ar na hAchtanna Uchtála.
- Reachtaíocht chun foráil a dhéanamh le haghaidh saoire do dhaoine atá ag déileáil le foréigean teaghlaigh.

Aguisín 2: Straitéisí agus Scéimeanna á dtreorú ag DCEDIY



Plean Gníomhaíochta do Chúram Leanaí ar Aois Scoile

Tá an **Plean Gníomhaíochta do Chúram Leanaí ar Aois Scoile** á fhorbairt i gcomhpháirt le agus á bhreithniú i dteannta leis an Roinn Oideachais. Ag cur riachtanas uathúil leanaí ar aois scoile san áireamh, sonraítear sa Phlean Gníomhaíochta seo an t-infreastruchtúr atá riachtanach chun cabhrú le cúram leanaí ar aois scoile atá inrochtana, ar ardchaighdeán agus inacmhainne a sholáthar do gach leanbh in Éirinn.

Áirítear sa Phlean Gníomhaíochta seo cúram foirmiúil nó ionadbhunaithe agus cúram neamhfoirmiúil/feighlithe leanaí. Déileáiltear le trí phríomhthéama; rochtain, caighdeán agus inacmhainneacht. Déantar iarracht sa Phlean Gníomhaíochta seo riachtanais láithreacha nó bhunúsacha a shainiú i réimse an chúraim leanaí ar aois scoile, agus déileáil leis na riachtanais seo i rith amfráma réasúnta gearr.



Torthaí Níos Fearr, Todhchaí Níos Gile

Sonraítear in **Torthaí Níos Fearr, Todhchaí Níos Gile** clár oibre agus tosaíochtaí an Rialtais i ndáil le leanaí agus daoine óga atá faoi 25 bliain d'aois sa tréimhse seacht mbliana go dtí 2020. Cuirfear tús leis an obair a bhaineann le forbairt straitéis chomharba in 2021.

Is é an aidhm atá ann léargas a thabhairt ar iarracht uile-Rialtais chun torthaí do leanaí agus do dhaoine óga a fheabhsú, agus an fhreagracht chomhroinnte a bhaineann leis na torthaí seo a bhaint amach a aithint mar aon leis an tábhacht a bhaineann lena leithéid a dhéanamh trí úsáid a bhaint as na hacmhainní atá ar fáil. Beidh an obair seo fréamhaithe i dtiomantais an Stáit faoi Choinbhinsiún na Náisiún Aontaithe um Chearta an Linbh.



Na Chéad 5

Is straitéis uile-Rialtais é **Na Chéad 5** a bhfuil sé mar aidhm léi saol naíonán, leanaí óga agus a dteaghlach a fheabhsú. Is plean deich mbliana é a bhfuil sé mar aidhm leis a chinntiú go mbeidh luath-éispéiris dhearfacha ag gach leanbh agus go gcuireann gach leanbh tús maith leis an saol.

Úsáidtear fianaise i Straitéis *Na Chéad 5* chun spriocanna, cuspóirí agus na gníomhartha sonracha a theastaíonn as ar fud an Rialtais chun tacú le leanaí agus lena dteaghlach i rith bhlianta tosaigh a saoil a shainnithint. In *Na Chéad 5* tugtar gealltanais maidir le tionscnaimh shuntasacha a bhaineann le saoire teaghlach, seirbhísí sláinte do leanaí, tacaíochtaí do thuismitheoirí, pobail atá oiriúnach do leanaí agus seirbhísí Fhoghlaim agus Chúram na Luath-Óige i measc raon leathan gníomhaíochtaí. Tá sé beartaithe ag an Straitéis luath-óige a fheabhsú go suntasach agus cur ar bhealach suntasach le saol leanaí óga, a sochaí agus an gheilleagair sa ghearrthréimhse, sa mheántréimhse agus san fhadtréimhse.



Ag Fás Aníos in Éirinn

Is staidéar ar leanaí atá á mhaoiniú ag an Rialtas é **Ag Fás Aníos in Éirinn** a bhfuil an ESRI agus Coláiste na Tríonóide, Baile Átha Cliath ag obair air. Tá an obair á bainistiú ag an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige i gcomhar leis an bPríomh-Oifig Staidrimh. Cuireadh tús leis an staidéar in 2006 agus súil á coinneáil ar an dul chun cinn atá á dhéanamh ag dhá ghrúpa leanaí: 8,000 leanbh 9 mbliana d'aois (Cohórt Leanaí/ Cohórt '98) agus 10,000 leanbh 9 mí d'aois (Cohórt Naíonán/ Cohórt '08). Tá baill an Chohóirt Leanaí thart ar 22 bliain d'aois anois agus tá baill an Chohóirt Naíonán thart ar 12 bhliain d'aois.



Straitéis Náisiúnta Óige LADTI+ 2018-2020

Glactar le cur chuige tras-Rialtais sa **Straitéis Náisiúnta Óige LADTI+** i ndáil le bearta breise a bhunú chun saol daoine óga LADTI+ a fheabhsú, agus déileáil le cuid de na príomhdhúshláin a d'fhéadfadh a bheith le sárú acu mar chuid dá saol laethúil.

Cuirfidh a Straitéis chomharba le tiomantais níos ginearálta an Rialtais leanúint le hiarracht a dhéanamh daoine LADTI+ a chuimsiú i sochaí na hÉireann agus Éire atá níos ionchuimsithí a fhorbairt do dhaoine óga LADTI+.



Straitéis um Imeachadh Imirceach

Tá sé mar aidhm leis an **Straitéis um Imeachadh Imirceach** cur ar chumas imirceach nó daoine de bhunadh imircigh páirt a ghlacadh ar bhonn comhionann le daoine de bhunadh oidhreacht na hÉireann. Is é príomhchuspóir na straitéise a chinntiú go sainaithnítear agus go ndéileáiltear le bacainní ar rannpháirtíocht iomlán imirceach nó a gcuid leanaí a rugadh in Éirinn i sochaí na hÉireann.

Tá an Straitéis dírithe ar shochaí a chruthú atá in ann tacú le lánpháirtíocht ar leibhéal grúpa agus aonair. Is í an fhís fhadtéarmach atá ann go mbeidh sochaí ann ina bhfuil ról gníomhach ag daoine de bhunadh imircigh i bpobail, in áiteanna oibre agus i gcúrsaí polaitíochta. Glactar leis gurb iad na treoirphrionsabail d'Éirinn todhchaí ina mbeidh dlúthpháirtíocht le sonrú agus ina mbeidh aitheantas comhroinnte ag imircigh mar bhaill de shochaí na hÉireann.

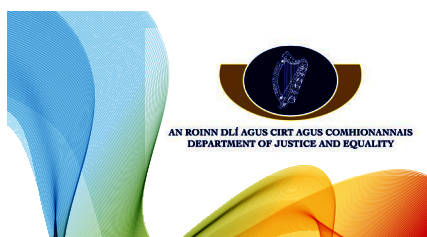


Scéim Náisiúnta Cúraim Leanaí

Is é An Scéim Náisiúnta Cúraim Leanaí an chéad teidlíocht reachtúil riamh chun tacaíocht airgeadais a fháil le haghaidh cúram leanaí in Éirinn. Tá córas cothrom agus forásach d'fhóirdheontais uilíocha agus ioncam-ghaolmhara bunaithe ag an Scéim le haghaidh leanaí suas go dtí 15 bhliain d'aois. Chomh maith leis sin, tá próiseas iarratais nuálach agus éasca le húsáid á sholáthar chun na fóirdheontais seo a rochtain.

Trí na nithe thuasluaite ar fad, tá sé mar aidhm leis an Scéim Náisiúnta Cúraim Leanaí torthaí do leanaí a fheabhsú, tacú le foghlaim ar feadh an tsaoil, a chinntiú go bhfuil luach saothair le baint as an obair, bochtaineacht leanaí a laghdú agus an costas a bhaineann le cúram leanaí ar ardchaighdeán a laghdú go suntasach do na mílte teaghlach ar fud na hÉireann.

Soláthraíonn an Scéim ardán solúbtha, dírithe ar an todhchaí agus inbhuanaithe chun infheistíocht a dhéanamh i bhFoghlaim agus Cúram na Luath-Óige agus Cúram Leanaí ar Aois Scoile. Is ionann é agus gealltanais do leanaí, agus infheistíocht i dteaghlaigh.



An Straitéis Náisiúnta Ionchuisitheach Míchumais 2017-2021

Glactar le cur chuige uile-Rialtas sa **Straitéis Náisiúnta um Chuimsiú Daoine faoi Mhíchumas** maidir le saol daoine faoi mhíchumas a fheabhsú ar bhealach praiticiúil, agus chomh maith leis sin, trí na deiseanna is fearr agus is féidir a chruthú do dhaoine faoi mhíchumas barr a gcumais a bhaint amach.

I ndiaidh tabhairt faoi chomhairliúchán cuimsitheach, sainithníodh agus comhaontaíodh ar ghníomhartha agus ar amscálaí sonracha. Cuimsítear na hocht dtéama seo a leanas sa Straitéis: comhionannas agus rogha; beartais agus seirbhísí poiblí comhleanúnacha; oideachas; fostaíocht; sláinte agus folláine; seirbhísí míchumais duine-lárnacha; maireachtáil sa Phobal; agus iompar agus rochtain ar áiteanna.



Straitéis Náisiúnta um Chuimsiú Daoine LADTI+ 2019 - 2021

Soláthraítear sa **Straitéis Náisiúnta um Chuimsiú Daoine LADTI+** creat straitéiseach chun nithe a d'fhéadfadh cosc a chur ar dhaoine LADTI+ tairbhe a bhaint as comhionannas iomlán i sochaí na hÉireann a shainathint agus déileáil leis na nithe sin. Glactar le cur chuige uile-Rialtais sa Straitéis, agus tá sé ag teacht lena bhfuil sonraithe i straitéisí náisiúnta eile ionas go mbeidh obair á déanamh chun díriú ar idirdhealú trasnaithe a bhfuil daoine LADTI+ in Éirinn ag déileáil leis.

Tá gníomh ginearálta maidir le promhadh LADTI+ a chur chun cinn i soláthar seirbhíse mar bhonn leis an Straitéis. Tá gníomhartha atá bunaithe ar thaighde, bailiú agus anailís sonraí ag cur leis seo a bhfuil sé mar aidhm leo cur leis an mbonn fianaise chun cumas soláthraithe seirbhísí poiblí freastal ar riachtanais úsáideoirí seirbhísí LADTI+ a fheabhsú.



An Straitéis Náisiúnta do Mhná agus do Chailíní 2017-2020

Sonraítear sa **Straitéis Náisiúnta do Mhná agus do Chailíní** tacar gníomhartha a bhfuil sé mar aidhm leo comhionannas na mban a chur chun cinn san áit oibre, i gcúrsaí spóirt agus polaitíochta, agus sna healaíona. Táthar ag díriú ar ilghnéitheacht i measc na mban, saibhir agus bocht, sean agus óg, ó gach pobal, tuaithe agus uirbeach.

Aithnítear sa Straitéis go gcaithfear deis chothrom a thabhairt do mhná ag an mbord cruinnithe ionas gur féidir leo tionchar a imirt ar na cinntí a mbeidh tionchar acu ar a saol féin. Dá thoradh sin, tá béim á leagan ar thacú le ceannaireacht na mban i gcúrsaí polaitíochta, i gcúrsaí gnó agus spóirt, agus sna healaíona agus i bpobail áitiúla. Is é an aidhm atá ann go mbeifear ag caitheamh le mná mar shaoránaigh chomhionanna agus ghníomhacha i sochaí na hÉireann. Cuirfear tús leis an obair a bhaineann le forbairt straitéis chomharba in 2021.



Straitéis Náisiúnta um Rannpháirtíocht Leanaí agus Daoine Óga i gCinnteoireacht 2015-2020

Tá sé mar aidhm leis an gcéad **Straitéis um Rannpháirtíocht Leanaí agus Daoine Óga i gCinnteoireacht** a chinntiú go mbeidh glór leanaí agus daoine óga le cloisteáil i gcinntí a bhaineann lena saol laethúil mar dhaoine aonair agus mar ghrúpa sna cúig réimse náisiúnta torthaí. Cuirfear tús leis an obair a bhaineann le forbairt straitéis chomharba in 2021.

Tá an Straitéis seo dírithe go príomha ar leanaí agus ar dhaoine óga faoi 18 mbliana d'aois, ach chomh maith leis sin, tá glór daoine óga atá ar thairseach na haosachta agus suas go dtí 24 bliain d'aois á chur san áireamh.

Tá an Straitéis treoraithe agus faoi thionchar Choinbhinsiún na Náisiún Aontaithe um Chearta an Linbh agus Chairt um Chearta Bunúsacha an AE.



Straitéis Náisiúnta um Chuimsiú an Lucht Siúil agus na Romach 2017-2021

Áirítear daoine de phobal an Lucht Siúil agus na Romach i measc na ndaoine is mó atá faoi mhíbhuntáiste agus imeallaithe in Éirinn. Is tionscnamh tras-Rialtais é an **Straitéis Náisiúnta um Chuimsiú an Lucht Siúil agus na Romach** a bhfuil sé mar aidhm leis saol daoine de phobal an Lucht Siúil agus na Romach in Éirinn a fheabhsú. Tá 10 guspóir ardleibhéil sonraithe sa Straitéis: Féiniúlacht Chultúrtha; Oideachas; Fostaíocht agus Geilleagar an Lucht Siúil; Leanaí agus Daoine Óga; Sláinte; Comhionannas Inscne; Frith-Idirdhealú agus Comhionannas; Cóiríocht; An Lucht Siúil agus an Pobal Romach; agus an tSeirbhís Phoiblí.



An Straitéis Náisiúnta don Aos Óg

Is é an aidhm atá leis an **Straitéis Náisiúnta don Aos Óg** cur ar chumas gach duine óg barr a gcumais a bhaint amach, trína gcearta a urramú agus éisteacht lena nglór, agus iad a chosaint agus tacú leo le linn dóibh aistriú ó aois na hóige go blianta na haosachta.

Agus obair á déanamh chun freagairt do riachtanais agus uailmhianta ilghnéitheacha na ndaoine óga seo, agus de réir na físe le haghaidh Éire níos fearr atá sonraithe in *Torthaí Níos Fearr, Todhchaí Níos Gile*, díriodh sa *Straitéis Náisiúnta don Aos Óg* ar chur leis an obair atá á déanamh ag beartais, cláir agus seirbhísí reatha agus nua ar mhaithe leis na torthaí náisiúnta do dhaoine idir 10-24 bliain d'aois a fheabhsú. Cuirfear tús leis an obair a bhaineann le forbairt straitéis chomharba in 2021.



Ár nGuthanna Ár Scoileanna

Tá sé mar aidhm le **Ár nGuthanna Ár Scoileanna** (*Our Voices Our Schools*) chinntiú go bhfuil glór daoine óga le cloisteáil i gcinntí a bhaineann lena saol aonair agus mar ghrúpa sa scoil. Is acmhainn é atá dírithe ar chur chuige bunaithe ar chearta i ndáil le rannpháirtíocht leanaí agus daoine óga i gcinnteoireacht, cur chuige a bhfuil Samhail Rannpháirtíochta Lundy mar bhonn leis.

Shared Vision, Next Steps 2019-24



Fís Chomhroinnte, Na Chéad Chéimeanna Eile 2019 – 2024

Soláthraítear in **Fís Chomhroinnte, Na Chéad Chéimeanna Eile 2019–2024** treochlár achomair le haghaidh forbairt bhreise thionscnamh Choistí Seirbhísí do Leanaí agus do Dhaoine Óga (CYPSC).

Is é cuspóir an tionscnaimh breithniú a dhéanamh ar dhul chun cinn agus na gníomhartha nach mór déileáil leo agus iad a fhorbairt láithreach a shainaithint. Cabhróidh sé seo le CYPSC tuilleadh forbairt a dhéanamh ar bhealach straitéiseach, comhtháite agus inbhuanaithe chun tacú le comhordú agus pleanáil seirbhísí éifeachtúla agus éifeachtacha do leanaí agus do dhaoine óga.



UBU D'Áit Do Spás

Soláthraíonn **UBU D'Áit Do Spás** tacaíochtaí lasmuigh den scoil do dhaoine óga. Tairgeann na tacaíochtaí seo raon leathan gníomhaíochtaí ar ardchaighdeán, atá pobal-bhunaithe den chuid is mó.

Tríd an áit agus an spás seo a sholáthar, tá sé mar aidhm ag **UBU** cabhrú le gach duine óg barr a gcumais a bhaint amach.

Chabhraigh **UBU D'Áit Do Spás** linn dul chun cinn a dhéanamh chomh fada is a bhaineann le seirbhísí áitiúla atá ar ardchaighdeán, solúbtha agus sofhreagrúil a chur ar fáil in Éirinn.



Cad a Oibríonn

Is tionscnamh é **Cad a Oibríonn** (*What Works*), atá á mhaoiniú faoi Chuntais Dhíomhaoinne, a bhfuil sé mar aidhm leis tionchar coisc agus luath-idirghabhála a uasmhéadú chun torthaí le haghaidh leanaí agus daoine óga atá ina gcónaí in Éirinn a fheabhsú. Ag croílár an tionscnaimh seo tá an uailmhian fiosracht leanúnach a chothú i measc daoine atá ag obair ar mhaithe le saol leanaí agus daoine óga a fheabhsú.

Tá ceithre phríomhshnáithe sainaitheanta chun cosc agus luath-idirghabháil a neadú agus a fheabhsú i mbeartas, soláthar seirbhíse agus cleachtas daoine óga. Seo a leanas na príomhshnáitheanna - sonraí, fianaise, caighdeán, agus forbairt ghairmiúil agus forbairt acmhainne.

**Comprehensive
Employment
Strategy for
People with
Disabilities**

2015-2024

Straitéis Chuimsitheach Fostaíochta do Dhaoine faoi Mhíchumas

Sonraítear sa **Straitéis Chuimsitheach Fostaíochta do Dhaoine faoi Mhíchumas** tacar gníomhartha, atá le cur chun feidhme thar thréimhse deich mbliana, lena chinntiú gur féidir le daoine faoi mhíchumas ar mian leo a bheith ag obair, post a aimsiú agus lena chinntiú go dtacaítear leo agus go gcuirtear ar a gcumas a leithéid a dhéanamh.

Glactar le cur chuige tras-Rialtais sa Straitéis seo, agus tugtar Ranna agus gníomhaireachtaí le chéile chun déileáil leis na bacainní agus leis na dúshláin a bhfuil tionchar acu ar fhostaíocht daoine faoi mhíchumas.

Clúdaítear sé réimse tosaíochta sa Straitéis: forbairt scileanna, acmhainn agus neamhspleáchas; droichid agus tacaíochtaí oibre a sholáthar; luach saothair a thuilleamh as obair; coimeád poist agus athiontráil chun oibre a chur chun cinn; tacaíocht chomhordaithe agus shaoráideach a sholáthar; agus rannpháirtíocht le fostóirí.

Aguisín 3: Ag Obair le Ranna Rialtais eile

Príomhghné dár gcuid oibre é comhoibriú. Mar is léir ón líon Straitéisí náisiúnta atá á stiúradh againn nó a bhfuilimid ag cur leo, áirítear anseo comhoibriú le Ranna agus Gníomhaireachtaí Stáit eile chun dlús a chur le cuspóirí straitéiseacha agus le réimsí beartais gearálta. Seo thíos roinnt samplaí de réimsí den sórt sin:

Roinn an Taoisigh

- Cumarsáid Rialtais a shruthlíniú chun faisnéis a roinnt ar bhealach áisiúil, éifeachtach.

An Roinn Oideachais

- Comhoibriú i ndáil leis an Straitéis Oideachais agus Forbairt Curaclaim, agus an Tionscnamh Náisiúnta Síolta Aistear.
- Rannpháirtíocht leanúnach i nGrúpa Comhairleach um Oideachas sa Luath-Óige, i nGrúpa Ailínithe na nOibríochtaí agus na gCóras, agus ar an mBord Comhairleach um Cháilíochtaí.
- Leanúint leis an obair ar an gclár Erasmus i dteannta leis an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta.
- Obair a dhéanamh chun ullmhú le haghaidh aistriú feidhmeanna a bhaineann le leas oideachais chuig DCEDIY.
- Fianaise agus eispéireas cuí maidir leis an bhfreagairt do COVID-19 a roinnt.

An Roinn Fiontar, Trádála agus Fostaíochta

- Páirt a ghlacadh sa Ghrúpa Idir-rannach maidir le Poist sa Todhchaí in Éirinn (Future Jobs Ireland).
- Comhoibriú ar an Straitéis maidir le Cianobair agus ar an Straitéis Náisiúnta maidir le hIntleacht Shaorga.

An Roinn Comhshaoil, Aeráide agus Cumarsáide

- Comhoibriú leis an nGrúpa Idir-rannach maidir le Cuspóirí Forbartha Inbhuanaithe.
- Tacú le cur chun feidhme an Phlean Gníomhaithe ar son na hAeráide.

An Roinn Gnóthaí Eachtracha

- Leanúint leis an gcomhoibriú maidir le ceisteanna AE a bhaineann le ceartas don aos óg.
- Dlús a chur le socruithe iar-Brexit.
- Tacú le cur chun feidhme an Phlean Gníomhaíochta Náisiúnta maidir le Mná, Síocháin agus Slándáil.

An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta

- Leanúint leis an obair ar an gclár Erasmus.

An Roinn Sláinte

- Bearta modheolaíocha agus feabhais cáilíochta a fhorbairt i gcomhpháirt le HIQA.
- Rannpháirtíocht i nGrúpaí Comhairleacha um Fhorbairt Caighdeán le haghaidh na gCaighdeán Uileghabhálach beartaithe le haghaidh Seirbhísí Sóisialta Leanaí agus na Caighdeáin Náisiúnta beartaithe le haghaidh Seirbhísí Sláinte agus Cúraim Shóisialta.
- Rannpháirtíocht leanúnach i nGrúpa Stiúrtha Éire na Sláinte, Grúpa Stiúrtha Tiomnaithe d'Fhoireann Oibre Sláinte Leanaí, Grúpa Maoirseachta um Beartas agus Cur Chun Feidhme maidir le hOtracht agus Foghrúpa na dTreoirínte maidir le Bia Sláintiúil.
- Obair a dhéanamh chun ullmhú le haghaidh aistriú feidhmeanna a bhaineann le seirbhísí míchumais chuig DCEDIY.
- Fianaise agus eispéireas cuí maidir leis an bhfreagairt do COVID-19 a roinnt.

An Roinn Tithíochta, Pleanála agus Rialtais Áitiúil

- Páirt a ghlacadh sa Ghrúpa Idir-rannach maidir le Méara arna Thoghadh go Díreach.

An Roinn Dlí agus Cirt

- Leanúint leis an obair chun córas na gCúirteanna Teaghlaigh a athchóiriú.
- Tacú le cur chun feidhme na Straitéise um Cheartas i leith an Aosa Óig, agus na Straitéise Náisiúnta maidir le Foréigean Teaghlaigh, Gnéis agus Inscne.
- Rannpháirtíocht sa Ghrúpa Idir-rannach maidir le forbairt seirbhísí do leanaí a bhfuil taithí acu ar dhrochúsáid ghnéasach agus a dteaghlaigh.

- Comhoibriú le Clár na hÉireann um Chosaint Dídeanaithe, Clár Athlonnaithe na hÉireann do Dhídeanaithe, agus athlonnú mionaoiseach neamhthionlactha.
- Comhoibriú leis an bpróiseas athchóirithe do dhaoine a bhfuil cosaint idirnáisiúnta á lorg acu tríd an bPáipéar Bán ar Chóiríocht Cosanta Idirnáisiúnta agus Bord Cláir na Roinne Dlí agus Cirt maidir le próiseáil athchóirithe.

An Roinn Caiteachais Phoiblí agus Athchóirithe

- Tacú le cur chun feidhme an Chláir um Shíocháin, agus Straitéis Nuálaíochta na Seirbhíse Poiblí.
- Athchóirithe ábhartha a chur chun feidhme a bhaineann le cláir athchóirithe na státseirbhíse agus na seirbhíse poiblí laistigh de Phlean Athnuachana na Státseirbhíse agus Ár Seirbhís Phoiblí 2020.
- Dlús a chur le gníomhartha atá sonraithe sa Snáithe *Tógáil le Roinnt* de Straitéis ICT na Seirbhíse Poiblí.

An Roinn Forbartha Tuaithe agus Pobail

- Páirt a ghlacadh i nGrúpa Stiúrtha An Ceart chun Léamh (*Right to Read*).
- Tacú le cur chun feidhme Straitéis na hOibre Deonaí agus Straitéis na Tuaithe.
- Comhoibriú i ndáil le rialachas, agus seirbhísí arna soláthar ag Pobal.

An Roinn Coimirce Sóisialaí

- Leanúint le rannpháirtíocht i gCoiste Stiúrtha Cur Chun Feidhme Athbhreithnithe an Tuismitheora Aonair.
- Cur le hobair Ghrúpa Stiúrtha an Treochláir le haghaidh Ionchuimsiú Sóisialta.
- Páirt a ghlacadh sa Ghrúpa Idir-rannach maidir le Conairí chun Oibre.
- Comhoibriú i ndáil le luathfhoghlaim agus cúram leanaí agus an Scéim Náisiúnta Cúraim Leanaí.

An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán

- Páirt a ghlacadh sa Ghrúpa Idir-rannach maidir le Forbairt Oileáin.



Aguisín 4: Comhlachtaí faoi choimirce na Roinne agus Coimisiún Gaolmhar

Tusla – An Ghníomhaireacht um Leanaí agus an Teaghlach



An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

Foirgneamh Brunel
An Ceantar Theas, Bóthar Eoin Thiar, Cill Mhaighneann,
Baile Átha Cliath 8

tusla.ie



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission

Coimisiún na hÉireann um Chearta an Duine agus Comhionannas¹

16-22 Sráid na Faiche, Baile Átha Cliath 7

ihrec.ie



ÚDARÁS UCHTÁLA na hÉIREANN
THE ADOPTION AUTHORITY of IRELAND

Údarás Uchtála na hÉireann

Teach Shíol Bhroin, Bóthar Shíol Bhroin, Baile Átha Cliath 4

aai.gov.ie



ombudsman
do leanaí
for children

Oifig an Ombudsman do Leanaí²

Teach na Mílaoise
52-56 Sráid na Trá Mhór, Baile Átha Cliath 1

oco.ie

- 1 Tá Coimisiún na hÉireann um Chearta an Duine agus Comhionannas neamhspleách ar fad i bhfeidhmiú a bhfeidhmeanna agus tuairiscíonn sé go díreach don Oireachtas faoin Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas, 2014.
- 2 Tá Oifig an Ombudsman do Leanaí neamhspleách ar fad i bhfeidhmiú a bhfeidhmeanna agus tuairiscíonn sé go díreach don Oireachtas faoin Acht fá Ombudsman do Leanaí, 2002.



Údarás Náisiúnta Míchumais
National Disability Authority

An tÚdarás Náisiúnta Míchumais

25 Bóthar Chluaidh, Baile Átha Cliath 4

nda.ie



Gaisce - Gradam an Uachtaráin

Teach Ráth an tSraitha, An Bóthar Thuaidh,
Páirc an Fhionnuisce, Baile Átha Cliath 8

gaisce.ie



Campas Coinneála Leanaí Bhaile an Oibricigh

Baile an Oibricigh, Lusca, Co. Bhaile Átha Cliath

oberstown.com

Coimisiún Imscrúdúcháin ar Árais Máithreacha agus Naíonán (& Nithe Gaolmhara Áirithe)*

73 Sráid Bhagóid Íochtarach, Baile Átha Cliath 2

mbhcoi.ie

**Scoilfead de na hoibríochtaí ar an 28 Feabhra*

Aguisín 5: Naisc Chorparáideacha

- [Cosaint Sonraí](#)
- [Comhlachtaí faoi Choimirce](#)
- [Seirbhís do Chustaiméirí](#)
- [An tAcht um Brústocaireacht a Rialáil, 2015](#)
- [Saoráil Faisnéise](#)
- [Creat Rialachais](#)
- [An Próiseas Cinnteoireachta le haghaidh Mórhograí Beartais](#)
- [Tuarascálacha Bliantúla](#)
- [Ceapacháin ar Bhord Stáit](#)
- [Faisnéis Airgeadais](#)
- [Miontuairiscí Chruinnithe Bhord Bainistíochta DCEDIY](#)
- [Feidhmeanna agus Seirbhísí Curtha ar Fáil](#)
- [Taighde: Réamheolas maidir le hobair an Ionaid Taighde & Meastóireachta](#)
- [Struchtúr Eagraíochtúil](#)
- [Creat Tascanna](#)

