



Rialtas na hÉireann
Government of Ireland

National LGBTIQ+ Inclusion Strategy II Action Plan 2025-2026

Department of Children, Disability and Equality



Contents



Pillar 1: Safety

2



Pillar 2: Health and Wellbeing

10



Pillar 3: Participation and Inclusion

14



Pillar 4: Equality and Non-Discrimination

21



Pillar 1: Safety

Strategic Outcome: The right of LGBTIQ+ people to live their lives safely, free of harassment and violence is promoted and respected.

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency ¹
Strategic Objective: Misinformation in relation to LGBTIQ+ people in Ireland is countered.		
1. Address the negative stereotyping of LGBTIQ+ people, in all their diversity, in the reporting of issues across all media formats; Promote and support media understanding of the nature and impact of media representation of LGBTIQ+ groups; and deal effectively with the dissemination of hate speech.	Reduce the % of LGBTIQ+ people who say that LGBTIQ prejudice and intolerance has risen in Ireland.	
	Baseline: EU LGBTIQ survey III LGBTIQ Equality at a Crossroads: 51% of respondents in Ireland say that LGBTIQ prejudice and intolerance has risen in their country in the last five years.	
	<ul style="list-style-type: none"> Coimisiún na Meán will continue to support and facilitate the Equality and Diversity strategies and initiatives of the sector through media development initiatives including its Sectoral Learning and Development Programme and sponsorship schemes. 	Coimisiún na Meán
	<ul style="list-style-type: none"> Coimisiún na Meán will develop and pilot Gender, Equality, Diversity and Inclusion Standards for the audio- and audio-visual sector for its funding schemes (Q4 2025). 	Coimisiún na Meán
	<ul style="list-style-type: none"> Coimisiún na Meán will publish an Online Safety Code that will require video sharing platform services providers under Irish jurisdiction to take appropriate measures to protect the general public from programmes, user generated videos and audiovisual commercial communications containing incitement to violence or hatred directed against a group of persons or a member of a group based on any of the grounds referred to in Article 21 of the European Charter of Fundamental Human Rights (Q4 2024). 	Coimisiún na Meán

¹ Pending Transfer of Functions orders actions may move to relevant Departments and/or names of Departments may change

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency ¹
	<ul style="list-style-type: none"> Coimisiún na Meán will review its media service codes and rules; as part of this, An Coimisiún will invite the views of the public and other stakeholders on the current provisions that provide protection in programming and advertising for persons and groups in society that may be subject to discrimination or incitement to hatred or violence. 	Coimisiún na Meán
	<ul style="list-style-type: none"> Based on the review outcomes, Coimisiún na Meán will update by Q3 2026 its media service codes and rules or issue guidance provided for by Section 7(3)(i) of the Broadcasting Act 2009 as amended. 	Coimisiún na Meán
	<ul style="list-style-type: none"> Research is conducted on the impact of the use of social media on young people from LGBTIQ+ identities, including minority identities (Q4 2026). 	Department of Children, Disability and Equality – Lead (with engagement of Department of Health’s Online Health Taskforce)
Strategic Objective: An Garda Síochána and the criminal justice system respond proactively and effectively to ensure the safety of LGBTIQ+ people.		
2. Implement specific measures to improve relationships between An Garda Síochána and the LGBTIQ+ community and to support them to work together to act on LGBTIQ+ community concerns.	<ul style="list-style-type: none"> A successor to the An Garda Síochána Equality, Diversity & Inclusion Strategy Statement & Action Plan 2020 – 2021, is developed, by Q4 2025, and will be implemented during the lifetime of the Strategy. This strategy will support the LGBTIQ+ community, reinforcing its commitment to inclusivity and a human rights-based approach in all interactions. 	Department of Justice, Home Affairs and Migration An Garda Síochána
	<ul style="list-style-type: none"> National level Civil Society / An Garda Síochána engagement mechanisms are convened to enable and ensure dialogue between An Garda Síochána and civil society organisations representing LGBTIQ+ communities, by Q4, 2025. The Policing, Security and Community Safety Act, and particularly the National Office for Community Safety (NOCS) will complement and develop the capacity of An Garda Síochána to engage with all diverse and minority communities. 	Department of Justice, Home Affairs and Migration An Garda Síochána

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency ¹
	<ul style="list-style-type: none"> • The participation of LGBTIQ+ community representatives is incorporated into Local Community Safety Partnerships (LCSPs) to ensure that the specific safety needs and concerns of LGBTIQ+ individuals are addressed at a local level (ongoing). - [LCSPs aim to prioritise issues identified by the community as safety concerns and will have a wide membership based on communities represented in, the demographics and socioeconomic background, of the LCSP functional area. Under guidelines being developed for the establishment of LCSP, there are a number of channels through which LGBTIQ+ representation may be facilitated: - Through nomination to one of 4 community seats, most likely via the Public Participation Network. - Through the Local Community Partnership identifying a need for LGBTIQ+ inclusion. - Through an inclusive public consultation process that each LCSP will undertake, which, will inform the LCSP's priority areas and the community safety plan. - Through the inclusion of LGBTIQ+ community members in LCSP working groups working on responses to identified needs and concerns.] 	<p>Department of Justice, Home Affairs and Migration</p> <p>National Office for Community Safety (NOCS)</p> <p>Local Authorities</p>
3. Develop and implement policies and practices to protect the safety of LGBTIQ+ prisoners.	<ul style="list-style-type: none"> • A placement and accommodation policy to reflect and build upon existing good practice in the accommodation of vulnerable prisoners including LGBTIQ+ people will be developed by Q4, 2025 and subsequently implemented. 	<p>Department of Justice, Home Affairs and Migration</p> <p>Irish Prison Service</p>
	<ul style="list-style-type: none"> • Upon completion of the policy, training for staff involved in the detention of LGBTIQ+ people, on the policy, will be developed, including on the diversity of situations existing among the LGBTIQ+ population and their specific needs and risks. An evaluation of the impact of training will be conducted between 12-24 months post implementation. 	<p>Department of Justice, Home Affairs and Migration</p> <p>Irish Prison Service</p>

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency ¹
Strategic Objective: Enforcement mechanisms are in place to make hate crime/hate speech laws effective and there are appropriate supports for victims.		
4. Increase awareness of complaints mechanisms to report hate crimes and hate related incidents, including crimes that fall under the hate crime/hate speech legislation (when in place).	<p>Increase the % of LGBTIQ+ people who go to An Garda Síochána to report a physical or sexual attack.</p> <p>Baseline: EU LGBTIQ survey III LGBTIQ Equality at a Crossroads 16% of respondents in Ireland went to the police in Ireland to report physical or sexual attacks.</p>	
	<ul style="list-style-type: none"> • An Garda Síochána will continue to develop and increase awareness of its third party referral mechanism that empowers the LGBTIQ+ community to report incidents through trusted organisations. This will result in a reporting mechanism that is accessible, has reduced barriers, and will ensure that all voices are heard and supported in an inclusive manner. (Ongoing). 	An Garda Síochána
5. Improve supports for LGBTIQ+ victims of hate crimes.	<ul style="list-style-type: none"> • An information campaign in partnership with LGBTIQ+ organisations, which addresses the right to complain and the avenues of complaint available, with the aim of increasing the number of LGBTIQ+ people who report or file a complaint is delivered by Q1, 2026. 	Department of Justice, Home Affairs and Migration
	<ul style="list-style-type: none"> • An Garda Síochána will continue to invest in its network of Garda Diversity Officers (currently 536) who are trained, developed and supported to actively engage with, and attend to the concerns of minority, diverse and hard to reach communities providing reassurance, building trust, and extending the accessibility of the Garda Service. The number of trained officers will be reviewed as required over the course of the action plan. 	An Garda Síochána
	<ul style="list-style-type: none"> • Upon enactment of hate crime legislation, a public information campaign around the legislation, which includes a focus on LGBTIQ+ identities will be developed and delivered. 	Department of Justice, Home Affairs and Migration An Garda Síochána

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency ¹
	<ul style="list-style-type: none"> A clear and consistent protocol for referring LGBTIQ+ victims of hate crimes to relevant support services with input from all relevant stakeholders is developed by Q1, 2026. 	<p>Department of Justice, Home Affairs and Migration</p> <p>An Garda Síochána</p>
6. Improve the capacity of An Garda Síochána to handle the reporting of hate speech and hate crimes by LGBTIQ+ victims in an appropriate and sensitive manner.	<ul style="list-style-type: none"> The introduction of mandatory Hate Crime training across An Garda Síochána will be further enhanced with additional training on Cultural Awareness. 	<p>Department of Justice, Home Affairs and Migration</p> <p>An Garda Síochána</p>
Strategic Objective: The bullying of LGBTIQ+ young people in schools is prevented and addressed.		
7. Through implementation of Cineáltas: Action Plan on Bullying, help to ensure that bullying behaviour is prevented and addressed, and that equality, inclusion, diversity and wellbeing is promoted in our schools.	<p>Reduce the % who report that they were ridiculed, teased, insulted or threatened during their time at school because they are LGBTIQ.</p> <p>Baseline: EU LGBTIQ survey III LGBTIQ Equality at a Crossroads: 76% of respondents in Ireland reported that they were ridiculed, teased, insulted or threatened during their time at school because they are LGBTIQ.</p>	
	<ul style="list-style-type: none"> The Department of Education and Youth will provide funding for the annual Stand-Up Awareness Campaign in post-primary schools. 	Department of Education and Youth
	<ul style="list-style-type: none"> The Department of Education and Youth will review, update, and publish the Being LGBT in School Resource (Q2 2025). 	Department of Education and Youth
	<ul style="list-style-type: none"> The Department of Education and Youths' Inspectorate will prepare an annual report on the views of children, young people and parents on how their school prevents and addresses bullying behaviour. During the lifetime of Cineáltas: Action Plan on Bullying (2023-2027), one of the annual reports will include a focus on bullying behaviour in relation to LGBTIQ+ issues. 	Department of Education and Youth

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency ¹
	<ul style="list-style-type: none"> The Department of Education and Youth will progress the development of a national database to facilitate data on bullying behaviour being collated in an anonymised manner to facilitate the development of an annual national report on bullying behaviour in schools. Conduct pilot of the database by Q4 2025. 	Department of Education and Youth
	<ul style="list-style-type: none"> The Department of Education and Youth's Inspectorate will launch a programme of inspections that evaluates how schools promote wellbeing and prevent and address bullying behaviour, including bullying behaviour related to LGBTIQ+ issues (Q2 2025). 	Department of Education and Youth
Strategic Objective: Appropriate policies and practices are in place and being implemented to protect the safety of the LGBTIQ+ community.		
8. Develop and implement policies and practices to protect the safety of LGBTIQ+ International Protection Applicants.	<ul style="list-style-type: none"> The implementation of national standards for accommodation offered to people in the International Protection Process will continue to be monitored and publicly reported on, in line with compliance plans between HIQA and service providers. 	Department of Justice, Home Affairs and Migration
	<ul style="list-style-type: none"> In line with the Comprehensive Accommodation Strategy 2024-2028, deliver 1000 'in community state owned beds' for vulnerable groups including the LGBTIQ+ community. The first of these accommodations for the LGBTIQ+ community will open late 2024/early 2025. 	Department of Justice, Home Affairs and Migration
	<ul style="list-style-type: none"> A revised Vulnerability Assessment Programme (VAP) for applicants for international protection that takes account of the specific needs of LGBTIQ+ people is developed and rolled out from Q4, 2024. The VAP will focus on newly arrived International Protection Applicants and those on a waiting list and will include a specific focus on LGBTIQ+ people. 	Department of Justice, Home Affairs and Migration
	<ul style="list-style-type: none"> A comprehensive trauma informed training programme is delivered to IPAS officials, managers and staff of IPAS centres (project will run from Q4 2024 to Q4 2026). 	Department of Justice, Home Affairs and Migration

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency ¹
	<ul style="list-style-type: none"> LGBTIQ+ cultural competency training for International Protection Office staff in the assessment of applications based on LGBTIQ+ status is provided. Initially, dedicated case workers to receive training on assessing claims related to Sexual Orientation and Gender Identity (SOGI) and Sexual and Gender-Based Violence (SGBV), ensuring these aspects are central to the evaluation process. 	Department of Justice, Home Affairs and Migration International Protection Office
	<ul style="list-style-type: none"> On a phased basis, the training will be provided to all case workers. In addition, Gender, Gender Identity, and Sexual Orientation (GGISO) training is undertaken in conjunction with European Union Agency for Asylum (EUAA) guidelines to align with European standards. A component of the training will focus on intersectionality, acknowledging how LGBTIQ+ status interacts with other vulnerabilities, such as race, ethnicity, and trauma history, to ensure comprehensive and nuanced decision-making. 	Department of Justice, Home Affairs and Migration International Protection Office
	<ul style="list-style-type: none"> IPO quality assurance audit focusing on LGBTIQ+ asylum claims to be undertaken by the IPO in conjunction with the United Nations High Commissioner for Refugees (UNHCR)- ongoing with 2025 review completed by Q4. 	Department of Justice, Home Affairs and Migration International Protection Office
9. Support the implementation of the Third National DSGBV Strategy in a manner that addresses the specific vulnerabilities of LGBTIQ+ people.	<ul style="list-style-type: none"> Training provided to those working in Domestic Sexual and Gender Based Violence (DSGBV) support services includes an understanding of the dynamics where domestic abuse and/or sexual violence occurs within same-sex relationships. 	Department of Justice, Home Affairs and Migration Cuan

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency ¹
	<ul style="list-style-type: none"> Cuan will deliver three-year public awareness campaign strategy which will include diversity plans for audiences including the LGBTIQ+ community. The agency's current live public awareness campaign 'Hardest Stories' features a LGBTIQ+ story and is being disseminated on national radio and across dedicated LGBTIQ+ media channels. This will be followed later in the year by the 'Let's Have the Consent Conversation' campaign which features a same-sex couple as part of its TV campaign and in other messaging. Inclusion and representation of the LGBTIQ+ community will continue to play a role in Cuan's campaign work going forward. 	<p>Department of Justice, Home Affairs and Migration</p> <p>Cuan</p>
10. Develop tools to better support those working in the night-time economy to be able to call out LGBTIQ+ phobic behaviour.	<ul style="list-style-type: none"> Review current safety training courses, initiatives and campaigns to support those working in the night-time economy in addressing LGBTIQ+ -phobic behaviour in a safe manner. On completion of the review, a set of findings and recommendations will be presented to the Night-Time Economy Implementation Group to further this action (Q2 2026). 	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media
11. Equality proof homeless assessment process.	<ul style="list-style-type: none"> Carry out a review of the homeless assessment process by Q4 2025 with the purpose of equality proofing the assessment. Where actions are identified through this review, seek to address these in the Homeless Action Plan for the Dublin Region. 	<p>Department of Housing, Local Government and Heritage</p> <p>Dublin Region Homeless Executive</p>
12. Building on the National Transport Authority's (NTA) Consolidated Contact Centre (CCC) which commenced operations in 2024, data to be collected on discrimination and public safety complaints.	<ul style="list-style-type: none"> Data captured across public transport services via the NTA's Customer Relationship Management (CRM) system - TalkDesk post onboarding in Q2 2025. Will include data from Bus Eireann, Irish Rail, Dublin Bus, Go-ahead Ireland and Luas. Reports will specify the number of complaints/interactions recorded regarding discrimination and/or safety on public transport. First report in Q1 2026 from data compiled over previous six months. Thereafter on a quarterly basis. 	Department of Transport National Transport Authority
13. Provide travel advice and information for Irish citizens when travelling abroad, particularly to countries where laws and attitudes to LGBTIQ+ issues may affect safety and ease of travel.	<ul style="list-style-type: none"> Regular revision of travel advice to ensure up to date guidance available for Irish citizens travelling abroad, particularly to countries where laws and attitudes to LGBTIQ+ issues may affect safety and ease of travel. 	Department of Foreign Affairs



Pillar 2: Health and Wellbeing

Strategic Outcome: LGBTIQ+ people enjoy health and wellbeing outcomes similar to that of the general population and their specific needs are addressed within the health system.

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
Strategic Objective: LGBTIQ+ people's health and wellbeing is improved through improved investment in and access to services, particularly in rural areas.		
14. Invest in mental health services with a view to improving access which includes tailored and specific supports for LGBTIQ+ people, including young LGBTIQ+ people.	<ul style="list-style-type: none"> Ensure mental health services are responsive to the needs of LGBTIQ+ people, including LGBTIQ+ young people, in line with the recommendations of the Being LGBTIQ+ in Ireland report and the implementation of Sharing the Vision and Connecting for Life. Invest in enhanced support in rural areas. (Q4 2026). 	Health Service Executive
	<ul style="list-style-type: none"> Ongoing training for health professionals, including mental health professionals, is provided to address the specific needs of LGBTIQ+ people. Increase uptake of relevant training of mental health staff by 50% year on year from existing baseline (Ongoing). 	Health Service Executive
15. Maintain an LGBTI+ inclusive approach to the roll-out of the National Sexual Health Strategy. [Implementation to be co-ordinated with that of the Second National Sexual Health Strategy, once published, co-ordinating with Department of Health policy leads and the HSE Sexual Health Programme].	<ul style="list-style-type: none"> The Model of Care for sexual health services will determine how best to deliver services across Ireland, with the aim of improving HIV and STI prevention, diagnosis, treatment and access and availability of sexual health clinical care (Q4 2026). 	Health Service Executive
	<ul style="list-style-type: none"> The Irish National Survey of Sexual health (INISH) will include questions on sexual orientation and gender identity (Q4 2026). 	Health Service Executive

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
	<ul style="list-style-type: none"> European MSM Internet Survey (EMIS)2024 will provide data on mental health, behaviour, risk-taking, testing and STI knowledge, amongst other variables on men who have sex with men and transgender people (Q4 2025). 	Health Service Executive
	<ul style="list-style-type: none"> Sexual health social media campaigns, resources, information and training will maintain a LGBTIQ+ inclusive approach. (ongoing 2024-2026). 	Health Service Executive
	<ul style="list-style-type: none"> A new campaign to address HIV Stigma will be developed. (Q2 2025). 	Health Service Executive
	<ul style="list-style-type: none"> Ensure adequate resources for PREP and HIV prevention more widely. <p>Targets: [Home STI testing: Target: 10,000 home STI test kits dispatched per month (30,000 per quarter, 12,000 annually) and Target: 75% of home STI test kits returned to the lab for processing]</p> <p>[PREP: Targets from Q3, 2025 Target: 7,000 individuals approved for free PrEP per quarter; Target: 4,500 individuals received free PrEP per quarter; and Target: 500 new PrEP users per quarter]</p>	Health Service Executive
16. Improve the provision of transgender healthcare for adults and young people.	<ul style="list-style-type: none"> An updated clinical model of care for gender healthcare services for adults and young people, in line with best available evidence, is developed (Q4 2026). 	Health Service Executive
	<ul style="list-style-type: none"> The clinical model of care for gender healthcare services will consider the issue of self-medication and provide guidance and advice on this issue to transgender, non-binary and gender non-conforming people and their healthcare providers (Q4 2026). 	Health Service Executive

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
17. Address the healthcare needs of people who have variations in sex characteristics.	<ul style="list-style-type: none"> • A national clinical guideline for medical, nursing and health and social care professionals delivering paediatric care to infants, children and young people with differences in sexual development/variations of sex characteristics will be developed and published by Q2, 2026. This process will be guided by best evidence and stakeholder engagement, inclusive of service users, their families and healthcare teams delivering care. 	Health Service Executive
	<ul style="list-style-type: none"> • Review the Being LGBTI+ in Ireland Intersex Sub-report and agree on the recommendations (Q2 2025). 	Health Service Executive
	<ul style="list-style-type: none"> • Prioritise recommendations and develop implementation plan in collaboration with people who have variations in sex characteristics / intersex community (Q4 2025). 	Health Service Executive
18. Better understand drug use among LGBTIQ+ young people.	<ul style="list-style-type: none"> • Research is conducted on the drug use amongst young LGBTIQ+ people to assess rates of use and association with health outcomes (Q4 2025). 	Department of Health
19. Map support services available to LGBTIQ+ parents and parents of LGBTIQ+ children.	<ul style="list-style-type: none"> • Support services available to LGBTIQ+ parents and parents of LGBTIQ+ children are included in a wider national mapping of Tusla Parenting Support Services being conducted by Tusla and the Department of Children, Disability and Equality (Q2 2025). 	Department of Children, Disability and Equality
Strategic Objective: An inclusive environment is in place for LGBTIQ+ people within health and social care settings.		
20. Provide tailored, specialist and specific healthcare supports that recognise the specific needs of different cohorts of the LGBTIQ+ community.	<ul style="list-style-type: none"> • Health services and their staff are better equipped to respond to the specific needs of the LGBTIQ+ community [survey to analyse impact on perceived knowledge and confidence for healthcare staff conducted by Q4 2026. Compare to 2023 survey capturing baseline data]. 	Health Service Executive
	<ul style="list-style-type: none"> • Ensure HSE complaint process “Your Service Your Say” is accessible to and inclusive of the LGBTIQ+ community (Q4 2025). 	Health Service Executive
	<ul style="list-style-type: none"> • Induction training which is LGBTIQ+ inclusive is provided to all HSE staff upon commencement of employment. (Q4 2025). 	Health Service Executive



Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
21. Provide inclusive care for older LGBTIQ+ people.	<ul style="list-style-type: none"> • Explore Continuous Professional Development accreditation for LGBTIQ+ Training modules aimed at healthcare staff (Q4 2026). 	Health Service Executive
	<ul style="list-style-type: none"> • A programme of training for professionals working with older LGBTIQ+ people is supported to ensure inclusive care that meets their needs (Q4 2026). Targets established by Q3 2025. 	Health Service Executive



Pillar 3: Participation and Inclusion

Strategic Outcome: Promote and support the participation and inclusion of LGBTIQ+ people within all aspects of Irish society.

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
Strategic Objective: Policies aimed at fostering a culture of LGBTIQ+ inclusion are developed and being implemented.		
22. Gather the views of LGBTIQ+ people when developing strategies and policies that impact their lives. This includes consultation with children and young people, which can be supported by Hub na nÓg and the National Participation Office.	<ul style="list-style-type: none"> • Consultation with LGBTIQ+ communities on all Government strategies and policies that have the potential to impact their lives, including with children and young people is conducted. 	All departments (with support of the Department of Children, Disability and Equality)
	<ul style="list-style-type: none"> • Facilitate LGBTIQ+ representation in Young Ireland's Governance Structures by Q2 2025. 	Department of Children, Disability and Equality
	<ul style="list-style-type: none"> • The implementation of <i>Opportunities for Youth: National Strategy for Youth Work and Related Services 2024 – 2028</i> will address the needs of LGBTIQ+ young people. 	Department of Education and Youth
23. Continue to work to make Government funded child and youth participative structures inclusive of all children and young people including those who are LGBTIQ+.	<ul style="list-style-type: none"> • Comhairle na nÓg and the National Youth Assembly engagement with LGBTIQ+ support organisations will ensure the ongoing membership and engagement of LGBTIQ+ young people in participation structures. 	Department of Children, Disability and Equality



Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
<p>24. Reforms to be made to the NLIS II quarterly reporting arrangements with updates published on the Department of Children, Disability and Equality's website. The NLIS II Steering Committee will adopt a more strategic approach than under the previous strategy, focusing its regular meetings on progress under those key thematic areas it considers most deserving of review, the drafting of the annual report, addressing intersectionality and the development of the new Action Plan/successor Strategy.</p>	<ul style="list-style-type: none"> • Updates to be published within a month of their due date. 	<p>All responsible Departments / Agencies</p> <p>Department of Children, Disability and Equality to monitor compliance</p> <p>NLIS II Steering Committee</p>
	<ul style="list-style-type: none"> • New Steering Committee terms of reference and operational arrangements circulated and agreed (Q1 2025). 	<p>Department of Children, Disability and Equality</p> <p>NLIS II Steering Committee</p>
<p>25. Departments and Agencies to consider the introduction of a 'joined up' reporting system for the reporting needed in compliance with the Public Sector Equality and Human Rights Duty (where applicable), insofar as the human rights and equality needs of LGBTIQ+ people are concerned, and that required under the present strategy; such a reporting system would help to make transparent how the issue of intersectionality was being addressed at the level of the individual organisation.</p>	<ul style="list-style-type: none"> • Department of Children, Disability and Equality to develop a template for reporting, which would be made available to all Departments/ Agencies. (Q3 2025). 	<p>Department of Children, Disability and Equality (Lead)</p>
<p>26. Deliver inclusivity and capacity building supports to individuals and local community groups and Social Enterprises with an LGBTIQ+ focus, through the Social Inclusion and Community Activation Programme (SICAP).</p>	<ul style="list-style-type: none"> • LGBTIQ+ Individuals who fall within SICAP's core Target Groups will receive one-to-one social inclusion and employment activation supports, with the number of LGBTIQ+ specific actions increasing from 18 in the previous programme to 25 over the lifetime of SICAP 2024 -2028. 	<p>Department of Rural and Community Development</p>

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
	<ul style="list-style-type: none"> Over the lifetime of the current SICAP Programme (2024 – 2028), SICAP will provide capacity and/or financial supports to LGBTIQ+ groups increasing the total number of LGBTIQ+ Local Community Groups supported from 20 LCGs to 30 LCGs. 	Department of Rural and Community Development
	<ul style="list-style-type: none"> Over the lifetime of SICAP 2024-2028, SICAP will provide capacity and/or financial supports to LGBTIQ+ Social Enterprises, increasing the number of LGBTIQ+ Social Enterprises supported from none in the previous programme to 5 over the lifetime of SICAP 2024-2028. 	Department of Rural and Community Development
	<ul style="list-style-type: none"> SICAP programme implementers will support local community actions to combat prejudice and discrimination and promote LGBTIQ+ equality, increasing community collaborations from 11 collaborations across the previous programme to 15 collaborations across SICAP 2024 - 2028. 	Department of Rural and Community Development
27. Engage with existing networks within the agriculture sector to promote LGBTIQ+ inclusion and to combat rural isolation.	<ul style="list-style-type: none"> At least one call for projects per year, with multiple projects being awarded from each call. The number of projects will be determined, on an annual basis, based on the budget allocated. 	Department of Agriculture, Food and the Marine
28. Progress introduction of inclusive Social, Personal and Health Education / Relationships and Sexuality Education curricula.	<p>Reduce the % of LGBTIQ people who say their school education never addressed LGBTIQ issues.</p> <p>Baseline: EU LGBTIQ survey III LGBTIQ Equality at a Crossroads: 57% of LGBTIQ respondents in Ireland say their school education never addressed LGBTIQ issues.</p>	
	<ul style="list-style-type: none"> Updated Senior Cycle SPHE curriculum which is inclusive of LGBTIQ+ identities and is age- and stage-appropriate is introduced in schools on a phased basis from 2024-2027. 	Department of Education and Youth
	<ul style="list-style-type: none"> A new Wellbeing specification for Primary, including SPHE, aimed at fostering inclusive learning environments based on human rights, equality, and anti-discrimination principles is to be finalised and published in 2025. 	Department of Education and Youth
	<ul style="list-style-type: none"> Where inclusivity training is provided for teachers, the change in awareness of inclusivity issues will be assessed post training. 	Department of Education and Youth



Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
29. Facilitate engagement with the student voice on LGBTIQ+ awareness raising and issues within the third level sector.	<ul style="list-style-type: none"> Bring about focused discussion on LGBTIQ+ issues and awareness raising between the Union of Students of Ireland and the Higher Education Authority's National Committee for Equality, Diversity and Inclusion (Q4 2025). 	Department of Further and Higher Education, Research, Innovation and Science
30. Continue to support sports organisations to foster LGBTIQ+ inclusive environments by building capacity across the sport sector and providing initiatives to welcome LGBTIQ+ people into sport at all levels.	The % of LGBTIQ+ participation in sport as per the annual Irish Sports Monitor.	
	<ul style="list-style-type: none"> Dedicated funding is provided to sports organisations to support the inclusion of LGBTIQ+ people in sport. 	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media/Sport Ireland
	<ul style="list-style-type: none"> With a view to carrying out an impact assessment as part of the second Action Plan, carry out a review of the rollout of LGBTIQ+ friendly policies across National Governing Bodies of Sport following the publication of Sport Ireland's Guidance Document on Transgender and Non-Binary Inclusion in Sport. The initial review is to be conducted by Q4, 2026. 	Sport Ireland
Strategic Objective: The visibility and celebration of LGBTIQ+ identities is enhanced.		
31. Support events to promote LGBTIQ+ visibility, particularly outside of Pride.	<ul style="list-style-type: none"> An international conference to celebrate the 10th anniversary of marriage equality in Ireland is conducted in May 2025. 	Department of Children, Disability and Equality
	<ul style="list-style-type: none"> Set up of cultural LGBTIQ+ Think-Tank across National Cultural Institutions and similar cultural agencies to pool knowledge and resources in this area, providing support and guidance by Q4 2025. 	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media
	<ul style="list-style-type: none"> Funding established for National Cultural Institutions to promote new LGBTIQ+ Artists, and/or promote positive visibility of such artists already in their collection (Q2 2026). 	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media
32. Promote the visibility of LGBTIQ+ people within library collections.	<ul style="list-style-type: none"> Continue and increase the provision of services and materials for LGBTIQ+ people across the public library sector. 	Department of Rural and Community Development

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
Strategic Objective: Policies aimed at ensuring LGBTIQ+ inclusion in the workplace and economy are developed and being implemented.		
33. Promote LGBTIQ+ inclusive workplaces including through provision of information, guidelines and training.	<ul style="list-style-type: none"> Publicjobs will continue to collect equality monitoring data to help develop and implement LGBTIQ+ inclusive recruitment practices across the public sector. Currently reporting upon request, with a view to annual reporting. 	Department of Public Expenditure, NDP Delivery and Reform
	<ul style="list-style-type: none"> Undertake a review of existing policies and procedures within the civil service and examine good practice across the wider public service to identify relevant supports that are in place, or that are required, to promote an LGBTIQ+ inclusive workplace. Review undertaken and supports/policy identified (Q4 2025). 	Department of Public Expenditure, NDP Delivery and Reform
	<ul style="list-style-type: none"> Further develop and implement equity and inclusion awareness and training including on LGBTIQ + topics, in collaboration with One Learning (& Institute of Public Administration), through LGBTIQ+ focused health and well- being seminars, e-training and in-person learning. Identified training resources developed (Q2 2026). 	Department of Public Expenditure, NDP Delivery and Reform
34. Further build and develop LGBTIQ+ awareness and inclusive practices amongst Small and Medium Enterprises and micro enterprises.	<ul style="list-style-type: none"> Host a series of events (online and in-person) across Enterprise Ireland's network of offices. (3 – 4 LGBTQ+ awareness webinars or in person speakers by end 2026; Pride Newsletter delivered annually; Annual support for participation in Dublin Pride Parade and “local” parades across EI's global footprint). 	Department of Enterprise, Trade and Employment Enterprise Ireland
	<ul style="list-style-type: none"> Carry out a communication campaign to raise awareness of LGBTQ+ issues. (Production of annual Equality, Diversity and Inclusion calendar; Annual communication of Equality, Diversity and Inclusion initiatives in late April/early May; Awareness events (approx. 4-6) on different topics to be determined annually). 	Department of Enterprise, Trade and Employment

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
35. Raise awareness of the role of the Workplace Relations Commission in dealing with complaints of discrimination under the Equal Status Acts and the Employment Equality Acts.	<ul style="list-style-type: none"> The Workplace Relations Commission (WRC) will continue to raise awareness of their role in dealing with complaints of discrimination under the Equal Status and Employment Equality Acts throughout 2025. This will be achieved by way of promotion and information sharing online via Workplace Relations Commission social media and digital channels, and through in-person outreach events and presentations conducted by WRC Information and Customer Service representatives throughout the year. 	<p>Department of Enterprise, Trade and Employment</p> <p>Workplace Relations Commission</p>
Strategic Objective: An enabling environment for LGBTIQ+ civil society organisations is fostered.		
36. Provision of annual funding to support and develop the LGBTIQ+ infrastructure including supports for those most marginalised.	<ul style="list-style-type: none"> Mapping of Government funded LGBTIQ+ supports to assess provision of services is conducted (Q3 2026). 	Department of Children, Disability and Equality as lead (with inputs from relevant departments)
	<ul style="list-style-type: none"> LGBTI+ Community Services Fund scheme is reviewed to align with pillars of new Strategy and to include funding supports for those most marginalised (Q2 2025). 	Department of Children, Disability and Equality
37. Provide funding through a variety of programmes and funding streams to enhance services provided by existing LGBTIQ+ organisations nationwide, targeting marginalised LGBTIQ+ Individuals experiencing exclusion.	<ul style="list-style-type: none"> Continued funding provided to LGBTIQ+ groups and projects over the lifetime of the strategy through Dormant Accounts Fund, with a minimum of 60 LGBTIQ+ groups to receive funding by the end of the Strategy. 	Department of Rural and Community Development
	<ul style="list-style-type: none"> 3-year funding will be provided to LGBTIQ+ projects and initiatives under the Community Development Pilot Programme, with outcomes captured via annual reporting mechanisms. 	Department of Rural and Community Development

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
Strategic Objective: Knowledge gaps on the lived experience of LGBTIQ+ people in Ireland are addressed.		
38. Improve national data collection on the LGBTIQ+ population and their needs.	<ul style="list-style-type: none"> Census pilot questions on sexual orientation and gender identity are tested and Census Advisory Group recommendations for Census 2027 reported (Q3 2025). 	Central Statistics Office
	<ul style="list-style-type: none"> Undertake research within the framework of the Department's research priorities to address research gaps on the experiences of LGBTIQ+ people. (1 piece of research annually). 	Department of Children, Disability and Equality (with engagement- of relevant departments/ agencies)
	<ul style="list-style-type: none"> Review and monitor available data on attitudes towards diversity and consider repeating the survey on people in Ireland's attitudes towards diversity at appropriate intervals during the lifetime of the Strategy (review conducted and recommendations made by Q4 2025). 	Department of Children, Disability and Equality



Pillar 4: Equality and Non-Discrimination

Strategic Outcome: Advance equality for, and counter discrimination against, LGBTQ+ people including by protecting and promoting their rights.

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
Strategic Objective: LGBTQ+ people are protected from discrimination, harm and hatred.		
39. Enact legislation to protect LGBTQ+ people from discrimination, harm, and hatred.	• Legislation to ban conversion practices is enacted and commenced.	Department of Children, Disability and Equality
	• Research conducted on experiences of intersex discrimination in Ireland by Q1 2026, with a view to examining protection. based on sex characteristics in the Employment Equality and Equal Status Acts.	Department of Children, Disability and Equality
	• Legislation to ensure that incitement to hatred and hate crimes against LGBTQ+ people are adequately addressed is enacted and commenced.	Department of Justice, Home Affairs and Migration
	• Legislative basis for a scheme to disregard certain historic convictions related to consensual sexual activity between men is established.	Department of Justice, Home Affairs and Migration

Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
40. The NLIS II Steering Committee will participate, as appropriate, in high level initiatives that cross the different national equality strategies and are designed to deliver an intersectional approach to addressing intersectional discrimination and inequality having regard to, for example, gender, race, sexual orientation, gender identity, disability and other aspects of identity that overlap and create a unique experience of discrimination for an individual or group.	<ul style="list-style-type: none"> Propose high-level initiatives aimed at delivering an intersectional approach, for example periodic interaction between all national equality strategy steering committees (Q2 2025). 	Department of Children, Disability and Equality – Lead (Units that lead on the different equality strategies) NLIS II Steering Committee
	<ul style="list-style-type: none"> Steering Committee to report on progress in first NLIS II annual report (Q1 2026) 	Department of Children, Disability and Equality NLIS II Steering Committee
Strategic Objective: The processes for legal gender recognition are enhanced.		
41. Provide for the implementation of the Government decision in relation to the Report of the Minister for Social Protection on the review of the Gender Recognition Act.	<ul style="list-style-type: none"> Outstanding recommendations from the Review of the Gender Recognition Act 2015 are advanced. 	Department of Social Protection
42. Set up an interdepartmental working group to carry out an impact assessment on providing legal recognition for those who identify as non-binary.	<ul style="list-style-type: none"> Work on the establishment of a working group to carry out an impact assessment of providing for a non-binary category will commence in Q1 2025. 	Department of Social Protection
Strategic Objective: Equality for rainbow families is enhanced.		
43. Address any potential gaps in legislation to address any outstanding issues related to donor-assisted human reproduction and surrogacy which are of particular relevance to LGBTIQ+ families.	<ul style="list-style-type: none"> Legislation enacted to provide for a form of leave for parents who have a child through surrogacy (Q3 2025). 	Department of Children, Disability and Equality



Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
	<ul style="list-style-type: none"> Consider whether amendments are required to relevant existing legislation, including the Health (Assisted Human Reproduction) Act 2024, the Children and Family Relationships Act 2015, the Civil Registration Act 2004, and the Irish Nationality and Citizenship Act 1956 and ensure that any such amendments are made in a timely manner. 	Department of Health (Lead) with inputs from relevant Departments e.g. Department of Children, Disability and Equality, Department of Justice, Home Affairs and Migration, and Department of Social Protection.
Strategic Objective: The protection and promotion of LGBTIQ+ rights at an international level is advanced.		
44. Promote and protect the rights of LGBTIQ+ people through Ireland's foreign policy.	<ul style="list-style-type: none"> Promote LGBTIQ+ rights in our multilateral work at the UN, EU and regional organisations such as the Council of Europe, the OECD and the OSCE. 	Department of Foreign Affairs
	<ul style="list-style-type: none"> Active membership of international groupings and coalitions that promote the human rights of LGBTIQ+ persons, such as the Equal Rights Coalition and the UN LGBTI Core Group, engaging in the coordination of positions and statements as appropriate. 	Department of Foreign Affairs
	<ul style="list-style-type: none"> Engage with human rights and civil society organisations working globally and in partner countries to promote and protect the rights of LGBTIQ+ people. 	Department of Foreign Affairs
	<ul style="list-style-type: none"> Maintain positive links with LGBTIQ+ members of our diaspora through relevant outreach and funding initiatives, in line with the commitments in the Global Island Diaspora Strategy that are designed to promote inclusiveness, tolerance and respect for diversity. 	Department of Foreign Affairs
	<ul style="list-style-type: none"> Ireland's Presidency of the Council of the European Union will include efforts to promote and protect LGBTIQ+ rights (2026). 	Department of Children, Disability and Equality
	<ul style="list-style-type: none"> Ireland will proactively engage with the EU Commission's renewed LGBTIQ Equality Strategy for post-2025 and be an active voice in the Council of the EU on protecting LGBTIQ rights. (Ongoing). 	Department of Children, Disability and Equality



Actions 2025-2026	KPIs/Deliverables/ Timeframes	Responsible Department, Agency
45. Ensure that the services we provide through our Embassy network take account of our obligations under the Human Rights & Equality Act including through the delivery of services to members of the LGBTIQ+ community abroad.	<ul style="list-style-type: none">Review our services during the timeframe of this strategy to ensure obligations under the Human Rights & Equality Act are being met and, where necessary, identify opportunities for improvements that can be shared across the Embassy network.	Department of Foreign Affairs





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