



Public Sector Equality and Human Rights Duty

Introduction

The NTMA is a State body which operates with a commercial remit to provide asset and liability management services to Government. It has evolved from a single function agency managing the National Debt to a manager of a complex portfolio of public assets and liabilities.

The NTMA is committed to performing its public sector functions in a manner which contributes to protecting human rights, promoting equality, and eliminating discrimination.

The Irish Human Rights and Equality Commission Act 2014 (**the Act**) establishes a Public Sector Human Rights and Equality Duty, which requires public bodies, such as the National Treasury Management Agency (the “**NTMA**”), in the performance of their functions, to have regard to the need to:

- Eliminate discrimination.
- Promote equality of opportunity and treatment of its staff and those they provide services to; and
- Protect the human rights of its members, staff and those they provide services to.

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

1. Assess - set out in a manner accessible to the public in its strategic plan, an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose.

2. Address - set out in a manner accessible to the public in its strategic plan the policies, plans and actions in place or proposed to be put in place to address those issues.

3. Report - report on developments and achievements in its annual report.

Assessment and Action Plan

One of the NTMA’s values is working in the national interest for the sustainable, long-term interest of Ireland’s citizens and this is central to its deliberations and decisions. To achieve the best results, the NTMA is continuously seeking to foster a culture where equity and human rights are embedded in its processes, behaviours and values.



The NTMA is committed to ensuring equality of opportunity in all employment related matters and providing a workplace that is free from discrimination.

This assessment is published in compliance with Section 42(s) of the Human Rights and Equality Act (2014).

Action	Action Pillar	Further Details	Timeframe
1.	Talent Attraction	Continue positive recruitment activities that enable equality of opportunity.	Ongoing
2.	Learning & Development	Inform and educate colleagues on inclusion and diversity and enable leadership role modelling and inclusive leadership.	Ongoing
3.	Communication and engagement	Ensure that our vision for equity, inclusion and diversity is communicated comprehensively.	Ongoing
5.	Leadership through accreditation, recognition, and best-practice	Work and partner with external networks and initiatives to share best-practice.	Ongoing
6.	Policy information and implementation	Ensure that our vision for human rights and equity is supported through best-practice policies, which are fully embedded, and aligning with the National Policy Framework.	Ongoing

NTMA will report annually on these measures in its Annual Report, Gender Pay Gap report and to the National Disability Authority.