



# An Garda Síochána

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Human Rights Strategy  
2022 – 2024



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## Foreword

As an organisation, our most basic duties and responsibilities allow society to live in safety, and free from violence and crime. Having a human rights ethos, which is at the centre of all our decision-making, is the foundation for An Garda Síochána to ensure these basic duties and responsibilities are discharged.

It is essential that all Garda Personnel respect and protect the human rights of all individuals in our daily interactions with persons to whom we provide services. It is incumbent upon us to respond respectfully, and consider the needs of those with whom we interact, in whatever capacity that interaction takes place.



I am pleased to say that the Human Rights Strategy 2022-2024 has been developed following detailed internal and external consultations. A number of themes were identified during the consultation process. These are used as the basis for the development of the action plans. The action plans set out how our organisation plans to achieve key human rights goals during the lifetime of the Strategy. Garda Crime Legal Human Rights Section is a key stakeholder in supporting the delivery of these goals.

It gives me great pleasure to present An Garda Síochána Human Rights Strategy 2022-2024.

**J A Harris**  
Commissioner  
An Garda Síochána

## Background

Human rights *“must be a central concern and an informing principle when police policies and strategies are being developed, when operations are planned and executed, and when cases are brought to a conclusion... Front line police must always act in accordance with human rights, taking a balanced perspective on the rights of arrested or detained persons, those of the wider public, and the rights of victims.”*<sup>1</sup>

As the Office of the United Nations High Commissioner for Human Rights says – *“Police are the first line of defence for human rights. They are the guardians of the law, including human rights law. The community depends on the police to protect the full range of rights through the effective enforcement of the country’s criminal laws.”*<sup>2</sup>

The Human Rights Strategy addresses the broader issues of equality as a human right that informs policing. Additionally, specific issues in relation to equality, diversity and inclusion within An Garda Síochána will be comprehensively covered in the Equality, Diversity and Inclusion Strategy 2022-2024.

A Policing Service for the Future - Implementing the Report of the Commission on the Future of Policing in Ireland (ASPFF) sets out a four- year plan (2019 to 2022) for the implementation of the recommendations outlined in the Commission on the Future of Policing report. The APSFF plan, published in 2018, called for priority areas of action with regard to Human Rights policing, which were addressed in An Garda Síochána Human Rights Strategy 2020-2022. This Strategy will continue with those priority areas of action.

An Garda Síochána Strategy Statement 2022-2024 states:

*“Keeping people safe and protecting the vulnerable and victims of crime remains our central mission. Our role brings us in contact with people who have experienced injury, trauma and people who are suspected of wrongdoing. In every case, it is incumbent on us to protect their dignity and human rights and ensure a just outcome for all. It is through a clear focus on visibility, the vulnerable, victims and human rights that our values will be given practical effect”.*

The ambition and vision included within An Garda Síochána Strategy Statement 2022-2024 also provides for the continuation in strengthening the capacity and

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<sup>1</sup>Report of the Commission on the Future of Policing in Ireland, September 2018

<sup>2</sup>PROFESSIONAL TRAINING SERIES No. 5/Add.2 Human Rights and Law Enforcement, UNITED NATIONS New York and Geneva, 2002, page 15



capability across the organisation. This will be achieved by building upon existing knowledge and expertise to ensure we are at the forefront of policing and “...we will continue to harness our strengths, maintaining our integrity and our focus on Human Rights”.

The human rights objective and strategies identified in An Garda Síochána Strategy Statement 2022-2024 apply to the entire organisation. They can only be achieved by the whole organisation of An Garda Síochána taking ownership of those objectives and applying the specific strategies to achieve them. To facilitate this, the Human Rights Strategy aligns with An Garda Síochána’s Strategy Statement 2022-2024.

## Purpose of this Human Rights Strategy

The first Human Rights Strategy 2020–2022 focused on the status of human rights in policing. It commenced a process of embedding a heightened awareness of human rights. This Strategy will focus on continuing the process of embedding a heightened awareness of human rights in every aspect of the work of An Garda Síochána. It will also begin the process of seeking to establish mechanisms whereby the integration of human rights into the work of An Garda Síochána can be verified. Thus, as part of the Strategy, An Garda Síochána will work with internal and external stakeholders to identify processes to assess how human rights are integrated into policing and all Garda working practices.

**Part 2** of this Human Rights Strategy presents a seven step ‘action plan’ to continue to develop the human rights infrastructure of An Garda Síochána. These build upon the work accomplished through:

- An Garda Síochána’s Human Rights Strategy 2020-2022;
- The human rights recommendations of the Commission Report “A Policing Service for the Future”;
- An Garda Síochána Mission and Strategy Statement 2019-2022, and
- Recommendations arising at the Strategic Human Rights Advisory Committee (SHRAC).

These steps go towards addressing the obligations of An Garda Síochána in accordance with section 42 of the Irish Human Rights and Equality Commission Act 2014. These ‘action plans’ are applicable organisation-wide and it will be the

responsibility of the respective policy owner, or members responsible for the area of activity in question, to put these ‘action plans’ into effect. Where appropriate the Human Rights Section will continue to provide their support.

An Garda Síochána will continue to prioritise areas of action with regard to human rights policing, in accordance with the APSFF Plan 2019-2022 including:

- Human Rights training, including in-service training, and
- The future assessment by an oversight body of compliance by An Garda Síochána with human rights obligations.<sup>3</sup>

Additionally in keeping with the strategic pillars contained in An Garda Síochána Strategy Statement 2022-2024, we will also prioritise:

- Reducing harm by promoting and protecting the dignity and human rights of victims and all vulnerable persons interacting with An Garda Síochána;
- Promote and champion An Garda Síochána values within and outside of the organisation having cognisance to our obligations under Section 42 of the Irish Human Rights and Equality Commission Act 2014;
- Empower our personnel, providing them with effective processes, appropriate tools and placing human rights and the Code of Ethics at the core of their decision making.

## Part I – Human Rights Foundation

This Section outlines the human rights legal foundation within An Garda Síochána.

Under section 42 of the Irish Human Rights and Equality Commission Act 2014, (IHREC Act 2014) public bodies have a statutory obligation in the performance of their functions to have regard to the need to:

- Eliminate discrimination;
- Promote equality of opportunity and treatment for its staff and persons to whom it provides services, and
- Protect the human rights of its staff and persons to whom it provides services.

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<sup>3</sup>This may include the Garda Síochána Ombudsman Commission, the Policing Authority and the Garda Inspectorate.



The IHREC Act 2014 requires every public body, for the purposes of giving effect to the statutory obligation described above, and having regard to its functions and purpose and the resources available to it, to set out an assessment of human rights and equality issues it believes are relevant to its functions and purpose. It requires the public body to set out its policies, plans and actions to address those issues.

Pursuant to the fulfilment of that obligation, An Garda Síochána will continue to embed human rights throughout the organisation in a manner that is practical and effective. Over the lifetime of the Human Rights Strategy 2020-2022 the Human Rights Section have carried out the following:

- Development of a bespoke co-curricular ‘Human Rights Based Policing’ training package with the University of Limerick;
- Conducted a comprehensive review of the custody record risk assessment process employed by An Garda Síochána to identify at risk and vulnerable suspects. The result of this research will mean enhanced safeguards for vulnerable person in custody in the form of a revised Risk Assessment;
- Completed a pilot project in conjunction with the National Office for Suicide Prevention in order to introduce a suicide prevention gatekeeping training programme for Garda Personnel;
- The Human Rights Ethics and Culture Management Board have authorised the creation of a ‘Human Rights Champions’ network of Garda personnel.
- These Human Rights Champions will have undertaken the training package delivered by the University of Limerick, along with other bespoke learning sessions;
- They will also help develop an organisational perspective and input with regard to the obligations that An Garda Síochána have as per the section 42 Duty.

The Human Rights Section will continue to play a key supporting role in the delivery of the goals set out in this Human Rights Strategy. Appropriate staffing of the Human Rights Section remains a priority in order to be in a position to advance and support the delivery of these goals.



The Human Rights Framework is the key human rights reference document for all Garda activities. It sets out and explains the principles that underpin constitutional and human rights, which are now embedded at the centre of the Garda Decision Making Model. The Human Rights Framework is accompanied by the Human Rights Screening Tool. The Screening Tool is akin to a Human Rights Impact Assessment. It will continue to be used across the three pillars of policy, training and operations to ensure a consistent, practical and effective approach to human rights screening of:

- Policy
- Procedure Documents
- Training Materials and
- Operational Orders

All policy documents, guidance materials, and procedural documents will be developed in accordance with the Human Rights Strategy 2022-2024, the Human Rights Framework and Screening Tool.

In addition, the Operational Guidance Document “A Human Rights Based Approach to Policing” will continue to operate as a brief human rights guidance document. It is designed to support Garda personnel, as a matter of routine, on the application of constitutional and human rights.

These documents will continue to be kept under review and will be amended as the need arises.

The Internal Garda Human Rights Legal Advisor, appointed by the Commissioner, is available to assist and advise on matters pertaining to constitutional and human rights. This role holder is suitably qualified in law and constitutional and human rights and will utilise the skill and knowledge garnered from national and international best practice.

The Internal Garda Human Rights Legal Advisor is available to provide advice to the Gold, Silver or Bronze Commander(s) during the planning and command of major events. Gold, Silver or Bronze Commander(s) should consider if human rights legal advice should be considered in the preparation of their respective plans following their assessment in accordance with the Garda Decision Making Model, Human Rights Framework and Human Rights Screening Tool.



## Part II – Action Plans to continue the development of the human rights infrastructure

There are seven action plans outlined in this Human Rights Strategy which will develop the human rights infrastructure within An Garda Síochána:

- the delivery of training to new and existing Garda personnel;
- the embedding of a recognition of human rights into the day-to-day work of Garda Personnel;
- ensuring that An Garda Síochána keeps abreast of developments in the area of human rights developments;
- governance and accountability of human rights standards;
- addressing external recommendations;
- assessing implementation of the Strategy;
- developing a successor Strategy.

### Summary of submissions

Submissions in connection with the human rights issues with which this new Strategy should be concerned with were sought from the following internal and external bodies:

- Each Assistant Commissioner and Executive Director within An Garda Síochána;
- Human Rights Champions;
- Human Rights, Ethics and Culture Management Board;
- External Human Rights Legal Advisor;
- External Bodies with whom the Human Rights Section engaged with during the lifetime of the Human Rights Strategy 2020-2022;
- Members of the Strategic Human Rights Advisory Committee.

While the submissions refer to a number of diverse concerns and areas of work, there are, nonetheless, some themes that contributors referred to repeatedly. These include:

- Overwhelmingly, continue with and further training;
- Greater visibility for the position of human rights at the core of police work: the Gardaí as guardians of the law, including human rights law;
- The need to coordinate and cooperate with relevant external, State and civil society organisations;
- The need to address the position of victims and vulnerable persons who may be approached in the course of Garda work;
- Engagement with the community and developing an awareness of human rights issues that are particularly relevant to persons who are members of minority, ethnic and diverse groups, persons with disabilities and persons with mental health conditions, the protection of privacy of those whom members interact;
- Mechanisms for monitoring human rights compliance.

These themes are used as the basis for the development of the action plans attached to the Strategy. The process of the development of this Strategy involved an assessment of a broad range of external published reports for consideration in this Strategy.

## Training

The overwhelming majority of the submissions made in response to the request for views as to matters to be considered for inclusion in this Strategy referred to the need for the further and continuing training of members. The provision of human rights training therefore continues to be a priority for this Strategy. The individual areas for training suggested in the submissions have also been taken into account in the action plans.

In furtherance of the submission's theme of addressing the needs of vulnerable people the action plan aims to continue working with a network of external bodies and interest groups who specialise in areas of vulnerability to develop training opportunities.



## Embedding

In order to highlight the significance of human rights in police work it is necessary specifically to recognise the human rights that are engaged in the course of Garda work. This issue is mentioned in a number of submissions received. As the submissions point out, one mechanism for achieving this is to review operational orders, policies and procedures and training material.

The last Strategy identified five initial policy areas in which the relevant documents would be subject to a human rights' review. In the circumstances of the last eighteen months, where the Covid-19 pandemic has resulted in a change to work practices and re-alignment of priority areas, those reviews have not been finalised and will, therefore, be carried over under this Strategy.

The embedding of human rights awareness by members of An Garda Síochána in all the work they carry out is essential. In the context of the work undertaken to implement the last Strategy actions to promote and embed awareness of human rights in police work, this will be used to assist in establishing mechanisms whereby the integration of human rights into the work of An Garda Síochána can be verified.

Taking account of the feedback received in connection with this new Strategy, together with the strategic pillars contained in An Garda Síochána Strategy Statement 2022-2024, and in furtherance of engagement with the community, a number of the actions proposed in the action plans focus on embedding in the context of vulnerable persons, persons who may be affected by policing activities and those who are affected by a sudden death.

One of the outcomes of this focus on vulnerable persons who may be faced by encounters with members of An Garda Síochána is a review and updating of the Garda Decision Making Model policy to incorporate an assessment of the human rights of vulnerable persons. Although the projects referred to in the action plans and the review of the Garda Decision Making Model policy focus on the interaction between the Gardaí and specific groups of people, an awareness of human rights in those particular contexts will lead to a more general awareness that will then also be applied in other areas of Garda work.

Actions are proposed in this Strategy to address the issue of coordination and cooperation with Coroners in order to address the issues that arise for the families of persons whose family member has died a sudden death.

Debriefings after an operation have been identified in some of the submissions as occasions at which it would be helpful, as part of the reflection on what went well, and what can be improved upon, to consider how human rights were addressed in the operation in question. A structured process for learning from experience is a valuable tool and should be used both to embed human rights and to verify and monitor their application.

The debriefings procedure was referred to in the last Strategy and will be carried forward, as additional action is required to maximise the value to be gained in connection with an assessment of human rights as part of the debriefing, including the development of procedures to make the assessment practical and effective.

There is a renewed focus on the privacy rights of those who encounter members of An Garda Síochána following the introduction of the General Data Protection Regulation (GDPR) and the Law Enforcement Directive. While specific issues of data protection are not the subject of this Strategy, issues in connection to the right to a private life under the Article 8 of the ECHR and Article 40.3 of the Constitution fall within the scope of this Strategy. Actions are proposed that address this issue, specifically in the context of covert policing and surveillance.

## Keeping up to Date

Maintain and continue mechanisms that have been put in place under the Human Rights Strategy 2020-2022 to review case law from the Irish Courts, the European Court of Human Rights and the Courts of Justice of the European Union, to identify human rights issues that impact on An Garda Síochána.

As the reporting on this goal is viewed as essential and inherent in the work of the Human Rights Section, this goal will also be carried forward into this Strategy with a view to developing and publishing reports on the internal Garda Portal.

The Human Rights Section will continue to have responsibility for monitoring developments in the European and domestic Courts to identify any legal developments. These case notes will be reviewed by An Garda Síochána's external Human Rights Legal Advisor, prior to being disseminated and the relevant policy holder being informed of developments relating to their respective areas.



Recommendations by any international bodies concerning Ireland's policing and human rights will also continue to be reviewed to identify any legal requirements that must be implemented.

## Governance and Accountability

In order to properly evaluate the extent to which human rights are protected in the course of Garda work, An Garda Síochána will engage with external stakeholders. In this regard, under this goal, we will seek to learn lessons from the Garda Síochána Ombudsman Commission (GSOC) reports, adverse constitutional and human rights legal commentary in civil cases, and learnings from Tribunals of Inquiry. This will assist in identifying the rights upon which training should focus and ensure that policy reviews address those rights and ultimately enhance the delivery of a human rights based approach to policing.

In addition, engagement with stakeholders in the community assists in clarifying the human rights that are of particular concern to different groups. Again, this awareness can then be used in developing focussed training material.

As part of the function of governance and accountability, it is necessary to establish a system to allow recommendations made by the Garda oversight bodies and other relevant entities in connection with human rights' issues to be considered and, where appropriate, integrated into Garda work.

A number of the submissions received in connection with this Strategy refer to the use of data for monitoring compliance. Police forces around the world have found it difficult to identify how best to conduct an evidence-based assessment of compliance with human rights. It is proposed that Police organisations in comparable jurisdictions will be contacted to discuss any effective mechanisms for verifying the integration of human rights into police work and for monitoring compliance with human rights that they may have identified. This will ensure that An Garda Síochána can follow best practice in monitoring its compliance with human rights.

There are a number of governance and accountability mechanisms in place within An Garda Síochána that are designed to secure the constitutional and human rights of individuals in a practical and effective way. These include:

- Enforcement of the Criminal Law where a suspected breach is identified;
- Enforcement of An Garda Síochána's Disciplinary Regulations where a

- suspected breach is identified;
- The Anti-Corruption Unit;
- Garda Professional Standards Unit;
- Internal Affairs with responsibility for the Discipline and Complaints Section;
- Risk Management;
- HQ Directives, namely;
  - Failure to Observe any provision of the Custody Regulations;
  - Serious Crimes and Critical Incidents – Case Reviews;
  - Garda Inspections and Reviews, and
  - Professional Boundaries and Abuse of Power for Sexual Gain.
- Performance and Accountability Meetings at all management levels within An Garda Síochána.

## External Recommendations

1. The recommendations of the Commission on the Future of Policing in Ireland with regard to actions that An Garda Síochána can take to embed the protection of human rights in the thinking, ethos and operations will continue to be implemented.
2. A number of reports of United Nations bodies have referenced the need for statistics on the number of domestic violence complaints made, e.g. *“that data on all forms of gender-based violence against women, including domestic violence, are systematically collected and analysed”*. This is a matter that An Garda Síochána must consider as a priority.

## Implementation of the Strategy

The Strategic Human Rights Advisory Committee (SHRAC) has the following terms of reference:

- To advise on the general strategy for embedding and ensuring compliance with the human rights standards described in the Human Rights Framework in all aspects of the work of An Garda Síochána;
- To provide evaluation of compliance of An Garda Síochána with the human rights standards described in the Human Rights Framework and make appropriate recommendations on ways to strengthen compliance;
- To evaluate delivery and make recommendations on training in human rights in An Garda Síochána.



- To report annually on the work of the Committee during the previous year.

This Human Rights Strategy has been approved by SHRAC which will oversee its implementation.

## Preparing for a New Strategy

In addition to SHRAC, consultation will take place with a range of stakeholders:

- Garda Human Rights, Ethics and Culture Management Board
- Senior Leadership Team
- Garda Síochána Oversight Bodies
- External partners and
- Human Rights Champions

This consultation process will form part of the assessment of the implementation of the Human Rights Strategy 2022-2024 to assist in identifying issues that will require additional focus from a human rights perspective.

The network of Human Rights Champions will be specifically asked for feedback on the actions that must be undertaken to further embed human rights into policing. Their recommendations and suggestions will then be reviewed with a view to developing a new strategy based on lessons learned from the development and implementation of this Strategy.

The Human Rights Section will research similar Strategies of police forces in other jurisdictions, where available, to identify areas for consideration in our future Strategy.



# Action Plans

## Goal 1 - Training

**Outcome: Organisation is better trained to deliver human rights based policing**

| Action                |     | How action will be achieved   | Delivery            | Ownership  |
|-----------------------|-----|---|---------------------|--|
| Human Rights Training | 1.1 | Ongoing delivery of Policing and Human Rights Law in Ireland course to Garda Personnel  | Q2 2022 and Q4 2022 | Human Rights Section, Garda College <sup>4</sup> |
|                       | 1.2 | Continued delivery of human rights training across a range of courses delivered by the Garda College (including student training, use of force training, developmental programmes and continuous professional development programmes) | Q1 2022 – Q4 2024   | Garda College                                    |
|                       | 1.3 | Continue work with network of External Bodies and Interest Groups who specialise in areas of vulnerability to develop Training and Learning opportunities   | Q1 2022 – Q4 2024   | Human Rights Section and the Garda College       |

<sup>4</sup> Ownership of the Policing and Human Rights Law in Ireland course will transfer to the Garda College where the programme will be offered/targeted at specialist sections in An Garda Síochána once contract obligations with the University of Limerick are met.



## Goal 2 – Embedding

### Outcome – Human Rights is the foundation in the selected areas

| Action   |     | How action will be achieved  | Delivery   | Ownership  |
|--|-----|--|--|--|
| Utilise Communication Strategies to promote visibility of Human Rights internally and externally   | 2.1 | Work with Communication Section to use internal and external communication strategies to promote visibility of Human Rights activities   | Q2 and Q4 each year  | Communications Section and Human Rights Section  |
| Develop a process to debrief serious events dealt with by Garda Personnel. This process will incorporate the identification of human rights issues that arose. | 2.2 | Revision of existing policy which requires debriefing in order that human rights issues are identified and recorded. <ul style="list-style-type: none"> <li>De-brief in Use of Force Policy</li> <li>De-brief in Use of Force (with firearms) Policy</li> <li>De-brief in Public Order Policy</li> </ul>                                       | Q3 2022<br>Q3 2022<br>Q2 2023                                  | Each Policy Owner in conjunction with the Garda National Public Order Steering Group (GNPOSG) and the Policy and Governance Co-Ordination Unit |
| Focus on vulnerable persons to include a review of policies, procedures, guidance and operational orders.  | 2.3 | Continued revision of priority policy areas.<br><br>These are: <ul style="list-style-type: none"> <li>Use of Force</li> <li>Use of Force (including Firearms)</li> <li>Use of Garda Vehicles in pursuit of other vehicles</li> <li>Victims of Crime Policy</li> <li>Arrest and Detention (Custody Management)</li> <li>Public Order</li> </ul> | Q3 2022<br>Q3 2022<br>Q2 2024<br>Q4 2022<br>Q4 2023<br>Q2 2023 | Each Policy Owner  |
|  | 2.4 | <b>Project 1:</b><br><br>In conjunction with the HSE, conduct a review to explore the possibility of updating procedures to include call out of available HSE Authorised Officers in the context of situations involving vulnerable persons suspected to have a mental disorder under the Mental Health Act 2001.                              | Q4 2022  | Assistant Commissioner, Southern Region, as policy owner, in conjunction with Assistant Commissioner, Roads Policing and Community Engagement, |

## Goal 2 – Embedding

### Outcome – Human Rights is the foundation in the selected areas

| Action |     | How action will be achieved   | Delivery | Ownership   |
|--------|-----|---|----------|---|
|        | 2.4 | <p><b>Project 1: Continued</b></p>  | Q4 2022  | <p>and the Policy and Governance Co-Ordination Unit.</p> <p>(The Human Rights Section in collaboration with the above Assistant Commissioners will undertake this project).</p> |
|        | 2.5 | <p><b>Project 2:</b></p> <p>Working with the National Office for Suicide Prevention to-</p> <ul style="list-style-type: none"> <li>•Pilot ASIST training with a view to identifying how this training can be expanded to Garda Personnel bearing in mind their potential opportunity to intervene with persons who are vulnerable to self-harm / suicide.</li> <li>•Pilot Suicide Bereavement Training to assess its effectiveness for Garda Personnel bearing in mind their potential opportunity to interact with persons bereaved by suicide.</li> </ul> | Q3 2024  | Human Rights Section  |
|        | 2.6 | <p><b>Project 3:</b></p> <p>Revision of Garda Decision Making Model Policy to expressly take account of the human rights of those who may be disproportionately impacted by policing activities (for example, those protected under the nine protected grounds).</p>  | Q4 2022  | Assistant Commissioner, Governance & Accountability as policy owner, in conjunction with the Policy and Governance Co-Ordination Unit.  |



## Goal 2 – Embedding

### Outcome – Human Rights is the foundation in the selected areas

| Action  |     | How action will be achieved   | Delivery | Ownership  |
|---|-----|---|----------|--|
|   | 2.7 | <p><b>Project 4:</b></p> <p>Review current protocols and processes around the dissemination of inquest outcomes of relevance to An Garda Síochána.</p>                                  | Q4 2023  | <p>Executive Director, Legal as policy owner, in conjunction with the Policy and Governance Co-Ordination Unit.</p> <p>(The Human Rights Section in collaboration with Executive Director, Legal will undertake this project).</p> |
|   | 2.8 | <p><b>Project 5:</b></p> <p>Engage with Coroner’s Service, Department of Justice with a view to developing a Memorandum of Understanding clarifying the role of Gardaí in Inquests.</p> | Q4 2023  | <p>Executive Director, Legal as policy owner, in conjunction with the Policy and Governance Co-Ordination Unit.</p> <p>(The Human Rights Section in collaboration with Executive Director, Legal will undertake this project).</p> |
| Code of Practice on the Lawful and Effective Use of Covert Techniques [Surveillance Techniques] | 2.9 | Code of Practice on the Lawful and Effective Use of Covert Techniques [Surveillance Techniques] for implementation within An Garda Síochána.  | Q2 2023  | Assistant Commissioner, GNCSIS as policy owner, in conjunction with the Policy and Governance Co-Ordination Unit.  |

## Goal 2 – Embedding

### Outcome – Human Rights is the foundation in the selected areas

| Action  |      | How action will be achieved  | Delivery | Ownership   |
|---|------|--|----------|---|
| Availability of the Internal Human Rights Legal Advisor to assist Gold, Silver or Bronze Commander(s) in respect of major policing events | 2.10 | Prepare Guidance to assist Gold, Silver or Bronze Commander(s) as to how and when advice of the role holder should be considered in respect of the planning and command of major policing events following their assessment of their plans in accordance with the Human Rights Framework, Human Rights Screening Tool and the Garda Decision Making Model. | Q4 2024  | Executive Director, Legal in conjunction with Assistant Commissioner, Roads Policing and Community Engagement and the Garda National Public Order Steering Group. |



### Goal 3 – Keeping abreast of human rights developments

#### Outcome: An Garda Síochána is up to date with case law that impacts on human rights in policing

| Action   |     | How action will be achieved  | Delivery          | Ownership  |
|--|-----|--|-------------------|--|
| Identification of new interpretations of human rights by Courts of Justice of the European Union and the European Court of Human Rights. | 3.1 | Human Rights Section assigned to review all new cases from the two courts and alert when a judgment issues that impacts upon human rights in policing. | Q1 2022 – Q4 2024 | Human Rights Section with oversight from the External Human Rights Advisor |
| Identification of judicial commentary on Garda action and constitutional/ ECHR rights and propose any remedial action required.          | 3.2 | Human Rights Section assigned to review judicial commentary and alert when a judgment issues that impacts upon human rights in policing.               | Q1 2022 – Q4 2024 | Human Rights Section with oversight from the External Human Rights Advisor |

## Goal 4 – Governance and Accountability

### Outcome – Maintaining standards

| Action   |     | How action will be achieved   | Delivery          | Ownership  |
|--|-----|---|-------------------|--|
| Focus on vulnerable persons.   | 4.1 | <p>Undertake analysis of detentions made by An Garda Síochána under section 12 Mental Health Act 2001 be considered to identify any issues arising in relation to the operation of section 12 and areas for improvement.</p> <p>This analysis will require a systemic gathering of information from section 12 MHA 2001 detentions recorded on PULSE and in custody records across a broad section of the organisation.</p> | Q2 2022 – Q4 2023 | <p>Assistant Commissioner, Southern Region, as policy owner, in conjunction with Assistant Commissioner, Roads Policing and Community Engagement, and the Policy and Governance Co-Ordination Unit.</p> <p>(The Human Rights Section in collaboration with the above Assistant Commissioners will undertake this project).</p> |
| Maintaining Consistency and application of standards.  | 4.2 | Oversight of Inspection of Human Rights Screening Tools in Quarterly Inspections and Reviews.   | Q1 2022 – Q4 2024 | Assistant Commissioner, Governance and Accountability, and the Office of Garda Commissioner.   |
|  | 4.3 | To consider and review GSOC Reports to identify themes and patterns of certain behaviour and to learn lessons that will enhance the delivery of human rights based approach to policing.  | Q1 2022 – Q4 2024 | Assistant Commissioner, Governance & Accountability.   |
| Identification of adverse commentary in civil cases where constitutional and human rights are engaged. | 4.4 | To develop a review mechanism of civil cases to identify adverse commentary with regard to constitutional and human rights following the finalisation of all legal avenues or processes and to learn lessons that will enhance the delivery of a human rights based approach to policing.   | Q1 2022 – Q4 2024 | Executive Director, Legal as policy owner.   |



## Goal 5 – External Recommendations

Outcome – An Garda Síochána is up to date with international human rights standards

| Action   |     | How action will be achieved  | Delivery          | Ownership            |
|--|-----|--|-------------------|----------------------|
| Review reports of UN, Council of Europe, or other international bodies recommending action relevant to the work of An Garda Síochána in the field of human rights. | 5.1 | Seek advice of SHRAC on proposals for giving effect to any recommendations appropriate for Garda implementation. | Q1 2022 – Q4 2024 | Human Rights Section |



## Goal 6 – Verifying Implementation of this Strategy

### Outcome – Strategy goals implemented

| Action                               |     | How action will be achieved  | Delivery          | Ownership                 |
|--------------------------------------|-----|--|-------------------|---------------------------|
| Review of implementation of Strategy | 6.1 | SHRAC have reviewed this Human Rights Strategy.  | Q1 2022 – Q4 2024 | Executive Director, Legal |
|                                      | 6.2 | SHRAC will continuously review the implementation of the Human Rights Strategy 2022 – 2024. An Garda Síochána will provide SHRAC with regular updates on the progress of the actions identified in this Human Rights Strategy 2022 – 2024. | Q1 2022 – Q4 2024 | SHRAC                     |



## Goal 7 – Prepare for Next Strategy

### Outcome – Publication of new Strategy 2025 – 2027

| Action   |     | How action will be achieved   | Delivery | Ownership  |
|--|-----|---|----------|--|
| Identify new challenges and ways of preparing for the Human Rights Strategy 2025 - 2027. | 7.1 | Feedback from Human Rights Champions  | Q1 2024  | Human Rights Section                             |
|  | 7.2 | Internal discussion   | Q1 2024  | Human Rights Ethics and Culture management Board |
|  | 7.3 | SHRAC's views on next Strategy to be sought, including any relevant learnings from international best practice in the field of human rights and policing. | Q2 2024  | SHRAC  |



