**LGBTQI+ Policy**

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# Summary & Key Points

Implementation record and monitoring of existing relevant legislation on a combined geographical areas/administrative units (local authorities, etc.) and given public services private sector and community and voluntary sector areas basis is a core foundation of this policy. This with a view to identifying trends where implementation is proving challenging, or effective, with support recommendations for amendment of legislation, or the institution of new laws be advised including potential amendment of the national Constitution, as for example occurred with the Thirty-fourth Amendment of the Constitution Act 2015 (Equal Marriage).

Our policy is a comprehensive one in regard to areas where realisation of full inclusion, equality, and achievement of freedom from prejudice and discrimination in the many types still exist in the lives of LGBTQ+ community members. The list of policy objectives/items itself reflects this clearly, with these latter ranging from areas where much progress has been made to date, yet needs to be effectively completed, through to areas where minimal or no work for change has been carried out to date. The Policy is orientated in its breadth and detail on achieving effectively implementation (deliverability) to bring about tangible/meaningful change at real life, on the ground, in the lives of LGBTQI+ people level.

Our policy recognises that our LGBTQI+ community is not a uniformly homogenous population group, but rather comprise a number of major and minor sub-population groups whose support and communication and engagement needs can be disparate. As such necessitating tailored/individual policy solutions to identified needs. We recognise that some sections of the total LGBTQI+ community have greater needs and face greater challenges than others, especially in the mental health, experience of prejudice and/or direct and indirect discrimination; all of which impact on quality of life for those affected, but also on public services planning (HSE, An Garda Siochana, etc.).

We recognise that there are affinities and common experiences across many minority communities, and in regard to gender, and especially the existence of intersectional communities. LGBTQI+ equality, inclusion, and diversity embraces at lived experience and societal level phenomena and needs that often stand outside of single issues, and may and often do in source relate to a number of issues.

These are the considerations which inform our specific policy objectives, and which relate to the Green Party LGBTQI+ Policy Group Terms of Reference which forms the basis upon which those objectives have been identified.

Grounds for advised policy particular objectives are based on:

* Extensive lived experience of community members (supported by that of Allies)
* Pre-existing relevant legislation and law, and Bills in process of consideration, such as but not limited to: Employment Equality Act and the Equal Status Act, the Prohibition of Incitement to Hatred Act 1989, the Criminal Law (Hate Crime) Bill 2015, as well as the Amendment of the Constitution Act 2015 (Equal Marriage), and the current Bill to Ban Conversion Therapies (initiated in 2018)
* The European Commission LGBTIQ Equality Strategy 2020-2025 (<https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combatting-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025_en>), and Guidelines document <https://ec.europa.eu/info/sites/default/files/guidelines_for_strategies_and_action_plans_to_enhance_lgbtiq_equality_2022final16_05.pdf>
* Quality research (national, and where relevant, international) and related qualitative and quantitative data, and reports
* Being in touch with perspectives and priorities of the gamut of Ireland LGBTQI+ community support organisations
* General and LGBT+ news media articles (such as GCN [Gay Community News] etc.)

**NOTE on other considerations – more relevant to promoting policy particulars:**

Learning from key contributions to relevant Oireachtas debates – this from a being in touch with the spectrum of views expressed in such debates on LGBTQI+ inclusion and equality implementation, including perceived anti-LGBTQI+ perspectives. This will keep us in touch with opportunities and threats, very important to placing our Party in an agenda leading position, and assistive to our representatives and spokespersons at Oireachtas, European Parliament, and local authorities levels.

**NOTE on the European Commission LGBTIQ Equality Strategy 2020-2025:**

This is crucially important as a foundation to our Policy, as it aligns us with our counterparts in the continental EU and provides a number of structured policy action areas. As the issues with certain countries – Poland and Hungary particularly – indicate, Ireland has in the context of the European Commission LGBTIQ Equality Strategy 2020-2025 an opportunity to contribute its own background and insights that can assist implementation of that strategy.

The purpose of this evidence of need grounding of policy is to ensure the widest possible support for the advised policy objectives, and to anticipate challenge from those resistant to the changes and outcomes these will lead to. We believe proposed legislation arising from specific policy items should command the widest possible cross-party support for its impact to be solid.

We recognise that policy implementation once passed at Oireachtas level is dependent on a range of factors as well as agencies & entities for operational level on the ground delivery. This factor will be detailed in the fuller description section of each of the policy objectives, and it is recognised that in many instances appropriate carefully prepared and thought through information resources & training will, for example, be necessary for those charged with practical level given service or setting, implementation (HSE, Housing, Education, etc.).

As such, our policies will include recognition of realistic timelines for commencement through to full & comprehensive implementation stages. We recognise that ‘quick fix’ instant panacea approaches do not nor can ever deliver the given form of change/improvement that is the heart of each policy item, in an effective and sustainable way.

**Purpose, implementation means, and policy duration:**

Purpose: The specific policy objectives listed in **Section 2** of this Policy Document are intended to assist in realisation of the purpose of the Policy’s Terms of Reference and related vision and mission. Namely, that within five years and no later than by 2030 the last dark vestiges of homophobia, bi-phobia, and transphobia in all their forms (legal [including the last overseas, Victorian era in origin, laws and statutes], walks of life and settings) are overcome and removed. Through this achievement, Ireland becoming truly LGBTQI+ inclusive, and free of all manifestations of anti-LGBT prejudice, and as such a [and potentially *the*] world leader on LGBTQI+ human rights and equality, thereby realising the fullest potential for our country and its people at society, individual, and national levels.

The Policy – a set of thematic policy objectives – is informed throughout by a combined/joined-up, much needed comprehensive interconnected approach that connects all main and minor legislative and ministries areas – equality, legal, education, housing, healthcare, workplace, etc. – due to the cross-cutting and interlinking nature of almost all LGBTQI+ related equality, inclusion, and counteraction of prejudice and discrimination policy needs.

Through this the policy as a whole and in its individual components provides a clear and robust platform for completing the long undertaken journey to full legal and societal level LGBTQI+ equality, respect and dignity. As such our policy provides a clear LGBTQI+ community support, and LGBTQI+ ‘Allies’ outreach basis for the Green Party for elections, national, to local authorities/councils, to European/EU levels, and in regard to at time of promulgation under/through due process, implementation through Green Party initiative implementation by the Government of Ireland.

In almost all cases, the Objectives take the form of Amendments to existing Laws, and in some others they relate to Bills being considered (at time of finalising this document, the Bill to Ban Conversion Therapies and the Hate Crime Bill being examples).

Means: policy items where necessary will utilise the Oireachtas working group approach for provision in final state legislative forms, and in certain instances at implementation level involve both working groups and especially steering groups as mechanisms.

Duration: the policy will have a five year duration, at the end of which period a comprehensive review on its items will be carried out by the Party’s LGBTQI+ Policy Group members.

Implementation: in regard to all of the specific policy objectives/areas detailed in Section 2 of this document, we have included reference to implementation domain particulars, being aware that without this dimension important much needed policy goals commonly remain aspirational only. We therefore record that we have and will be able to deploy the policy analysis and implementation experience and expertise to assist relevant ministerial and spokespersons, and councils relevant portfolio holders with plans for operational level implementation of each given proposed policy objective, and will engage with other relevant PGs convenors in this regard.

# Policy

This section describes the structure for published policy and the administrative information that should be maintained. This should be composed of four major sections as follows:-

## Introduction

Policy Terms of Reference:

‘*To establish a single, comprehensive policy on LGBTQI+\* inclusion and equality needs, and other issues of importance to the LGBTQI+ community, drawing from and building upon existing motions, statements and policy in this area. Particular attention being paid to community’s more needful sub-population groups, and the importance of developing ally-ship in effecting meaningful change.’*

**\*NOTE concerning the ‘LGBTQI+’ acronym:** That the LGBTQI+ community includes ALL variations of specific community spectrum groups and communities, AND embraces both community members who self-identify or who are enroute to self-identifying – in that sense the ‘Q’ stands for ‘questioning’ (on the journey to fully self-identifying as Out as LGBTI+).

**Vision and Mission:**

At the heart of our ground-breaking comprehensive LGBTQI+ Policy is the vision that by 2030 the last dark vestiges of homophobia, bi-phobia, and transphobia in all their forms, in walks of life and settings, are overcome and removed. Thereby making Ireland truly LGBTQI+ inclusive, and free of all manifestations of anti-LGBT prejudice, and in these regards a world leader on LGBTQ+ human rights and equality, through which the fullest potential for our country and its people be realised at society, individual, and national levels.

**Key principles informing/directing the Policy:**

* The Green Party respects and values at both individual level and broader general societal and national levels the many contributions that LGBTQI+ community members bring to Ireland
* That overt and indirect forms of anti-LGBTQI+ prejudice and discrimination exist in practice in daily life for all too many members of our LGBTQI+ community. Counteraction of such negative experiences, through effective practical ways is a key principle upon which our policy is founded and views good mental health of all LGBTQI+ people through removal of the burdens of anti-LGBTQI prejudice, oppression, acts of violence, and of discrimination and bullying, being at the heart of that principle
* Allyship furtherance: We recognise that LGBTQI+ ‘Allyship’ is central to meaningful change where a truly inclusive, prejudice and discrimination-free society, country and world are concerned
* Maximising LGBTQI+ peoples full potential -- Recognition and Empowerment to contribute to society, culture, and economy where the LGBTQI+ community is concerned: That LGBTQI+ community members contribute substantially, and in some areas of our economy, society, arts and culture disproportionately – our policy is guided by the principle of enhancing recognition and empowerment where these contributions by LGBTQI+ people are concerned
* The principle of LGBTQI+ full equality and inclusion serves broader minorities and gender equality and inclusion realisation: The Green Party asserts that LGBTQI+ community inclusion and equality directly assists realisation of gender equality, and ethnic minorities & realisation of a multicultural Ireland
* That ‘managing’ engagement with LGBTQI+ community issues and needs is not sufficient to bring about meaningful community support and general society level transformational change where sexual orientation and gender minorities communities inclusion and equality are concerned
* The Green Party recognises that the LGBTQI+ community is not a homogenous minority population, but contains within it sub-groups that experience more extreme and acute forms of prejudice and discrimination that require direct appropriate type engagement to resolve and overcome both of the latter
* EU and broader international levels of support for the full emancipation in tangible forms of LGBTQI+ people is a core important principle upon which our policy is founded: we recognise that LGBTQI+ equality and inclusion is a global phenomenon central to realisation of a truly inclusive diversity respecting world, and as such at different stages of progression in different lands and society types. Our policy is based on the principle that effective LGBTQI+ equality and inclusion in Ireland can/does impact directly and positively on other lands including fellow component states of the European Union and beyond, through its example (Ireland for example led the world in regard to introduction of equal marriage, and is currently on target to introduce measures for effective banning and counteraction of ‘conversion therapies’ with the potential for the given measures inspiring other countries to emulate)
* Deliverability: the principle of effective delivery of the policy in its entirety and its individual policy objectives/items in their given settings and contexts.

## Policy Details

**Introduction:**

As with the Gender Recognition Policy Group, Policy Document, this section elaborates each of the policy’s specific thematic Objectives/Areas, which are numerated (NOTE: numeration does not indicate any priority of greater or lesser importance) . The descriptions include reference to need for the Objective/Policy Area, challenges to implementation where relevant, implementation means, etc.

The descriptions constitute Briefs for our elected and prospective elected representatives in supporting their discussion of and furtherance of legislating on the given Objective.

Implementation of amendments to current Laws, and/or provision in Bills: at time of institution by the Party, as has been the case with the Government’s Bill to Ban Conversion Therapies, and the Criminal Law (Hate Crime) Bill finalisation, reference is included, where relevant to amendments to laws and/or inclusion in relevant bills, to practical implementation planning, delivery, and monitoring of delivery of said amendments.

In terms of amendment [or Bill] implementing organisations and entities (public sector, private sector, and community and voluntary sector) a ‘how to/planning’ implementation and subsequent regular [annual] monitoring of the implementation of the amended law [or new law where applicable with Bills being considered] approach, not an ‘if’/’whether to’ implement the amended law, is made clear as mandatory in to be amended extant [or new] legislation.

Impact assessments: if current environments for service providing organisations – such as but not limited to, hospitals, companies, organisations, schools, education and training boards, etc. – are challenging where implementation of the given amendment is concerned, a realistic time-lined plan with flexibility on phased implementation be provided for, with independent and LGBTQI+ community oversight provision to be embedded to prevent obfuscation and evasion of implementation.

Evidence of need for the given amendment Objective: in the case of every Objective, it’s presence is informed by awareness of related extensive research evidence, reports, data exist at national and international levels, identifying a specific issue or need. Links to such evidence (research, etc.) are included where relevant in the given specific thematic policy objective/area.

The policy items/objectives are derived from the spirit and manifest application of the Principles listed in Section 2.1. above

### 2.2.1. Individual policy items/areas headings (the list is provided in no particular order of priority):

1. Policy concerning implementation of banning of Conversion therapies in all of their forms
2. ‘Rainbow families equality and support policy
3. Policy for elderly members of the LGBTQI+ community
4. Rural communities support policy
5. Education related services content, delivery and curricula policy
6. Dedicated LGBTQI+ community mental health support HSE services related policy
7. LGBTQI+ Training standards regulation and best practice policy
8. Direct Provision related policy
9. Housing and accommodation policy
10. LGBTQI+ homelessness & sofa surfing community
11. Workplace, Employment, and Recruitment related policy
12. Sports, and fitness/exercise provision settings related policy
13. Trans, and male Same-Sex, Sex workers policy
14. Policy regarding interventions and solutions concerning Hate Crime and hate incidents
15. Prison Service related policy
16. Intersectional ethnic minorities LGBTQI+ communities policy
17. Intersectional disabilities minorities LGBTQI+ community
18. Retrospective revocation of some historic convictions of Gay and Bisexual adults prosecuted for consensual sexual activities under Victorian era anti-gay laws
19. Census related
20. International/EU level related

**2.2.2.** **Individual policy objectives/items descriptions and details:**

**The Policy comprises the following specific policy Objectives/areas:**

**1. Policy concerning implementation of banning of Conversion therapies in all of their forms:**  Our policy involves, led by the Equality Ministry for Children, Equality, Disability, Integration and Youth, and in addition to said Ministry, the ministries for community, local government, healthcare, and education provide statutory level information concerning the banning of conversion therapies in all their forms, and the rights of victims of the latter current and present, and the responsibilities of national to local level state agencies in regard to delivering the provisions of the final state Government initiated and framed Bill once enacted, and that this information provision be mandatory and time-lined. That this information be provided in other languages in written and images, and video information conveyed forms.

That the Equality Ministry for Children, Equality, Disability, Integration and Youth, and the said ministries listed above, provide national to all locations (provinces, Dublin and the major cities, counties) and for all age groups (especially youth) time-lined clear implementation planning be completed within 6 to no more than 12 months of enactment of the Bill, for all aspects of the provisions of the latter. That this information be provided in other languages in written and images, and video information conveyed forms.

Our policy regarding implementation of the banning of conversion therapies includes reference in other sections of our Party’s LGBTQI+ Policy, particularly in the education and healthcare sections of the policy.

In concluding, regarding the implementation of conversion therapies in all their forms, overt and more subtle/insidious, our policy supports the provisions of the Government of Ireland’s Bill full implementation (this is separate to and supersedes the Private Members Bill brought forward on this important topic by Senator Warfield in 2018). Our policy is orientated to comprehensive, structured operational level [through the relevant state agencies] delivery of the banning of conversion therapies (in all forms and domains), to the benefit of the country, and directly to LGBTQI+ community members that have been subject to ‘[anti-LGBT+] conversion therapies in all their forms both overt and surreptitious.

**2. Provision to ‘Rainbow families’ of all forms of support, benefits and entitlements under the laws of the country that exist and are provided to heterosexual and cisgender families and couples**:

By the term ‘Rainbow Family’ we mean both same sex couples and same sex or couples in which one partner is a Trans community member, and such couples that have children. Particulars on Rainbow Families definition and related: <https://www.pregnancybirthbaby.org.au/rainbow-families#:~:text=The%20term%20'rainbow%20family'%20refers,families%20and%20gender%2Ddiverse%20families>. Rainbow families can also include nuclear or close family members who are LGBTQI+ ‘Allies’ such as parents or brothers and sisters who are heterosexual and/or cisgender.

Our policy centres on statutory institution of Rainbow Families receiving the same support, benefits, and entitlements as enjoined by heterosexual and cisgender families (including couples without offspring). We require that the relevant ministries responsible for delivering such support, benefits, and entitlements, to provide by January 2024, institution of steering groups and detailed planning provision to enable implementation of this policy, and that said steering groups receive oversight and participation provision by independent LGBTQI+ relevant national to local level organisations and groups.

In furtherance of our policy for full inclusion, rights, and equality of Rainbow Families, The Health (Assisted Human Reproduction) Bill -- <https://www.oireachtas.ie/en/bills/bill/2022/29/> -- will address the current (at time of this policy document’s finalisation [January 2023] deficit in regard to same-sex surrogacy inclusion . Our policy involves support for the latter’s full implementation.

**3. Legal protections for and assistance to all elderly members of the LGBTQI community** – No matter their geographical location and type of home/residential setting we will ensure that elderly (65 years of age and over being our nominal age threshold for defining the demographic term ‘the elderly’) members of the LGBTQI+ community enjoy the protections from prejudice, discrimination, and isolation, and the dignity and respect that all elderly population members enjoy and are entitled to. Our policy involves the right that every LGBTQI+ elderly community member has the right to be ‘Out’/publicly self-identify as LGBT+ in any and all settings, including care homes and as and when accessing healthcare services such as, but not limited to, GP surgeries and hospitals, as well as community services (community centres, etc.).

Public services and local authority services (such as but not limited to housing and care) in their planning and delivery of services will be required to include the particular additional needs of LGBTQI+ elderly people (including those who are ‘Out’) in those services,

Our policy includes the mandatory requirement of all provision of palliative and end of life care to be free of the blight of open or indirect anti-LGBT+ prejudice and discrimination.

**4. Support for rural communities members particular needs** – the ‘heart’ of our country has been and remains rural. Whilst the internet has done much to end the often acute mental health harming issue of isolation that rural LGBTQI+ communities face, the rural environment still poses distinct additional challenges for community members not faced by their heterosexual and cisgender counterparts. Small rural communities in particular can still provide the right environments for anti-LGBT prejudice, discrimination and oppression (intimidation and bullying) to exist in a range of settings and forms. Our policy is to ensure that laws regarding counteraction of prejudice on the basis of LGBTQI+ identity, including forming and enjoying same-sex relationships and of clothing and make up choices for non-cisgender/Trans and Non-Binary community members are fully implemented in all parts of the country, including rural locations down to village and hamlet levels. For the An Garda Siochana, as well as local authority and HSE services providers, as well as the community and voluntary sector entities to demonstrate commitment to LGBTQI+ inclusion and equality in their planning, services, and activities.

**5. Education related services content, delivery and curricula policy:** The education component of our LGBTQI+ Policy is central to effective delivery of the changes and actions envisaged across almost all aspects of the policy.

National Curriculum related: That under the auspices of the education and equality ministries provision be made for inclusion in the relevant sections of the national curriculum, such as but not limited to history, society, health and wellbeing, curricula items providing content relating to LGBTQI+ community profile and the phenomena of anti-LGBT prejudice and discrimination and their human and societal and laws related impacts. This assistive to Government of Ireland laws concerning diversity, equality, inclusion. A national Steering groups for time-lined implementation action planning to be instituted in regard to this aspect of the LGBTQI+ education policy.

Education & Training Boards (ETBs) engagement: That under the auspices of the education and equality ministries provision be made for inclusion in the relevant sections of the ETBs FE and Adult Education curricula, such as but not limited to history, society, health and wellbeing, curricula items providing content relating to LGBTQI+ community profile and the phenomena of anti-LGBT prejudice and discrimination and their human and societal and laws related impacts. This assistive to Government of Ireland laws concerning diversity, equality, inclusion. Steering groups for time-lined implementation action planning to be instituted in regard to this aspect of the LGBTQI+ education policy.

Provision of freedom from ant-LGBT messaging and communication and engagement in Schools and Colleges (state, and religious [both Western and non-Western]) and all Youth education providing support and engagement organisations and groups: our education policy in support to implementation of the enacted Bill to Ban Conversion Therapies and our policy on counteracting hate incidents (these including anti-LGBTQI+ bullying and banter in schools settings), involves realisation of schools and youth education providing organisations and groups providing study and learning environments free of anti-LGBT prejudice and supportive of greater, balanced [Not LGBT+ promotional] objective presentation of the community profiles and experiences of anti-LGBT prejudice over time, of LGBTQI+ community members. Steering groups for time-lined implementation action planning to be instituted in regard to this aspect of the LGBTQI+ education policy.

**6. Creation of dedicated LGBTQI+ community mental health support HSE services related policy**:

Our HSE LGBTQI+ healthcare services creation and time-lined implementation policy is based upon a predominantly preventative approach that will deliver at scale and at detailed levels substantial medium to long terms HSE costs savings, especially in regard to having to deal with the HSE costs involved concerning moderate to severe negative mental health complications caused by current non-provision of appropriate dedicated LGBT+ & LGBTQ+ HSE mental health services.

Our policy therefore includes as a first step for provision of these much needed and long overdue HSE mental health support services, envisages a combined LGBTQI+ community members and organisations, independent mental healthcare experts LGBT+ mental health needs supportive/engaged with nationally and internationally respected experience and expertise in this field, and HSE mental health services service provision leads, to form a three-months duration, complete before the end of 2023, planning of creation of services steering group.

HSE mental healthcare services provision for victims of anti-LGBTQI+ conversion therapies: our Party has led on advising instituting a dedicated HSE mental healthcare debriefing and broader mental health services mental health recovery service for victims of conversion therapies. Our policy calls for swift preparation for and institution of such dedicated HSE LGBTQI+ mental health services. These envisaged to commence from January 2024, and no later than April 2024.

HSE mental healthcare provision for victims of anti-LGBTQI+ hate incidents: we understand, well-evidenced by quality reports and research, that the major impact of hate crime for its targets/victims relates to mental and emotional trauma, often of deep and pronounced kinds. As such without appropriate and effective mental healthcare support services such trauma can become pronounced and even permanent, including risk to life, and certainly scarring to the ability to lead a normal life from personal and family relationships through to workplace, education, and career settings.

Swift provision of post-incident/attack mental health ‘first aid’ and subsequent if required more substantial mental health counselling & ‘de-briefing’ by mental healthcare professionals can minimise and counteract much of the mental health harm caused by hate crimes. Our policy calls for embedding such provision within HSE mental healthcare services, which hate crime victims can request by right.

As with the provision of HSE mental health services for victims of conversion therapies, detailed above, our policy includes an envisaged commencement from January 2024, and no later than April 2024.

HSE mental healthcare LGBTQI+ services provision for LGBTQI+ community members that have experienced parental/family/socio-cultural rejection because of their sexual orientation or gender minority status: Our policy envisages provision of dedicated mental healthcare support services for LGBTQI+ community members (especially LGBTQI+ youth) that encounter family/parental/socio-cultural group rejection and enmity due to their sexual orientation and/or gender minority status. Retrospective support for victims of such phenomena in our middle age and especially elderly LGBTQI+ community members to be provided.

Our policy includes HSE institution of mental healthcare services for ethnic minority and Ireland resident international LGBTQI+ community members, including service provision to LGBTQI+ international community members in current and past Direct Provision settings: this aspect of our policy will assist these particularly overlooked especially mental health harm afflicted LGBTQI+ community members. The policy involves HSE LGBTQI+ mental health support services provision being provided via ethnic minorities and international communities members resident in Ireland organisations and groups; via the INIS (for those in Direct Provision); and for translated information provision on the envisaged service to be provided on a dedicated section of the HSE website.

**Our policy includes commitment to appropriate amendments being provided to the Mental Health Act 2001 (**[**https://www.citizensinformation.ie/en/health/health\_services/mental\_health/mental\_health\_act\_2001.html**](https://www.citizensinformation.ie/en/health/health_services/mental_health/mental_health_act_2001.html)**), to ensure inclusion of a dedicated LGBTQI+ section and the items listed above. Please also see** [**https://www.hse.ie/eng/services/list/4/mental-health-services/mental-health-law-and-rights/**](https://www.hse.ie/eng/services/list/4/mental-health-services/mental-health-law-and-rights/)**.**

**7. LGBTQI+ ‘Best Practice’ equality and inclusion regulation guideline practice for state and private and community sectors LGBTQI+ training providers:** the quality, effectiveness and real lives settings impacts of implementation of laws and statutory requirements, at operational delivery level in regard to LGBTQI+ inclusion, equality, and LGBTQI+ community members freedom from or continued subjection to prejudice and discrimination largely relates to the quality (good/effective, poor/ineffective) of those providing in public/state and private sectors, LGBT+ & LGBTQ+ context training services. This is still a largely poorly regulated sector: we will support institution of a minimum standards to best practice standards mechanism for such training services providers, doing so with the insights and guidance of LGBTQI+ community members and organisations and groups.

**8. Direct Provision related policy:** Our policy involves on ethical/humane and economic and practical grounds the ending of the Direct Provision regime (noting the welcome impact of the recent amnesty [at time of creating this draft policy document] on LGBTQI+ asylum applicants and others in Direct Provision settings, but that this does not structurally touch the institution of DP itself). This, though doubtless not intended, in its operation in all too many ways emulates ‘worst practice’ of inhumane and costly kinds in immigration policies of some other states that operate under the influence of racist and xenophobic inclined voters, a race to the bottom ‘the more dehumanising the immigration and refugee and asylum system, the better’ approaches. ensuring that all Direct Provision delivering state organisations [INIS, etc.] are independently [LGBTQI+ organisations] verified, LGBTQI+ competent/inclusive, and free of any practices at operational level that involve LGBTQI+ community members/LGBTQI+ context asylum and refugee status applicants encountering Direct Provision settings.

We are committed to ending the life endangering and mental health harmful current practice of international LGBTQI+ asylum applicants and refugees being placed in Direct Provision accommodation settings with Non-LGBTQI+ overtly homophobic/bi-phobic/transphobic fellow international LGBTQI+ asylum applicants and refugees.

We will ensure that all types and levels of staff involved in running and delivering Direct Provision services are LGBTQ+ community engagement and communication, competent, with zero tolerance of anti-LGBTQI+ behaviour in the discharge of those services. We will achieve this through all Direct Provision service providing organisations and companies have at induction and subsequently had LGBTQI+ engagement training.

Whilst Direct Provision de-facto continues at an operational delivery level at the time of finalisation of this policy document (January 2023), and because of the exceptional factors that have existed in regard to immigration since early 2022 and to date, the originally envisaged end of DP in 2024 will in effect be delayed for a little further beyond that year, and so Direct Provision will remain, structurally in place for the foreseeable future. Given this, our policy in regard to Direct Provision prioritises, with effect from the policy’s promulgation, that the Government time-lined implementation provision be made for ‘prejudice free’ inclusion and safety and safeguards for LGBTQI+ community members ‘living in Direct Provision’ in this period and thereafter. This including and subsequent monitoring of performance, training on LGBTQI+ subjects, for all staff at all levels, of those currently responsible for Direct Provision services, and their subsequent replacement: that such information resources and training be directly informed by international LGBTQI+ community members that have experienced Direct Provision.

**9. Enshrining legal protections for LGBTQI+ community members in accessing and having legally protected & enshrined LGBTQI+ safe and appropriate housing & accommodation** **provision**:

This component of our LGBTQI+ Policy envisages institution of protections against and work to eliminate homophobia/biphobia/transphobia in communal/HMOs, housing associations and general state or private sectors housing settings. Beyond school/education institutes settings, workplace settings, and sports related settings, those of housing and accommodation are particularly significant. The following CSO 2019 report cites seeking housing and accommodation as one of the areas where prejudice/discrimination experienced by LGBTQI+ people often takes place: <https://www.cso.ie/en/releasesandpublications/er/ed/equalityanddiscrimination2019/>. The Convenor of the Policy Group, in his community advocacy experience of many years standing has encountered directly numerous cases of prejudice/discrimination in housing & accommodation settings . Use of equality and anti-prejudice existing legislation at local authority/councils levels presents existing legal and practical intervention mechanisms to tackle this serious problem: it only requiring focused, coordinated action to utilise the latter in a focused way, to effect change.

However, this policy item mainly concentrates on anti-LGBTQI+ family homes settings; the main context for the major phenomenon of LGBTQI+ younger persons homelessness and sofa surfing: <https://www.belongto.org/wp-content/uploads/2020/09/LGBTQI-Youth-Homelessness-Report_FINAL-VERSION.pdf>

**10. Provision for LGBTQI+ homelessness & sofa surfing community members legally and relevant agencies (state to voluntary sectors) support**

Our policy in this area focuses on statutory provision of support to LGBTQI+ community members who find themselves reduced to or at risk of homelessness and/or sofa surfing due to parental/family and/or socio-cultural rejection/expulsion from the given family or socio-cultural group due to community members coming Out as LGB or Trans or Non-Binary, or being suspected as being LGBTQI+/non-heterosexual/non-cisgender. Our policy involves profiling of the existence of the LGBTQI+ homeless & sofa surfing community and its particular needs and vulnerabilities, allied to a multiagency approach (including mental healthcare support as its foundation) for all agencies national to local authority to voluntary/charities sector levels with responsibilities for or provision of homeless community support.

**11. Protections and rights for LGBTQI+ community members in Workplace, Employment, and Recruitment settings:** we support institution of an all ministries and government agencies covering workplace settings (from schools and hospitals to SMEs such as takeaway restaurants and hotels and guesthouses), employment services provision, and recruitment services (such as Jobs.ie) taskforce to under the relevant Government of Ireland laws and statutory requirements concerning eradication of anti-LGBTQI+ prejudice (including ‘banter’) and anti-LGBTQI+ discrimination in both direct and indirect forms, to be created on a time-lined start and finish basis before the end of 2023.

This with the purpose of joining up duties of care and anti-prejudice and anti-discrimination legal requirements in a multiagency public and private sectors approach for the benefit of all employees/prospective employees and owners/organisations/agencies/private companies assistance in eradicating anti-LGBTQI+ prejudice & bullying and discrimination.

**12. Sports, and fitness/exercise provision settings related policy:** participation in sports and fitness/exercise activities are commonplace ones that constitute basic health and wellbeing as well as competitive human rights. Yet, for all too many lesbian, gay, bisexual and trans and non-binary community members often overt anti-LGBT prejudice in sports and exercise settings means, LGBTQI+ community members are excluded from enjoying those rights; a phenomenon as harmful to the physical and mental health and wellbeing of the de-facto excluded, as it is crippling in the case of sports as it cripples the quality of sports practice at local to national to international levels as a major source of latent talent is excluded or disincentivised.

Our LGBTQI+ community and fitness & exercise spaces policy involves in particular gyms (including their toilet and shower facilities) becoming anti-LGBT banter free zones, with facilities owners and managers being required to develop and implement policies to ensure compliance with this requirement, and have external monitoring of performance and delivery enabled.

LGBTQI+ inclusion & welcome and related anti-prejudice mandatory provision in sport and fitness settings (both state, education settings including schools, and with the GAA and comparable entities covering all sports – review to be made of extant relevant legislation for if/where required amendments to be made, but also for a potential Diversity & Minority Communities Sport Bill.

**13. Trans and male same-sex Sex Workers:**

The substantial majority of Sex Workers (approximately 85%) are cisgender female, whose members suffer particular safety and misogynist dangers and abuses of all too well-known, researched and documented severity kind. Our policy whilst focused on the to-date record of minimal (or worse/zero) recognition of the particular safety and formal recognition issues concerning Trans and male same-sex Sex Workers.

This is grounded on the basis that all sex workers per se face a set of common challenges, and that there is great value to in government policy development and in safety & safeguarding and health & wellbeing terms there is great value to at legislative and practical relevant agencies working in the sex work domain, to see the needs & issues involved with the latter, met at legislative level and frontline operational relevant state and non-state level on at general level combined basis, for Trans and male same-sex sex workers and cisgender female sex workers have at many points shared experiences, vulnerabilities and experience bases in regard to clients, and engagement with state/governmental authorities.

The phenomenon of Trans and male same-sex sex work, an ages old one found in every land and society, still continues to be a relative taboo or little noted or known of one. Given the scale of the phenomenon, that commonly involves such sex workers clients being from the MSM (males who have sex with males, but who almost invariably do not identify as gay or LGBT). Commonly MSM community members are ostensibly heterosexual/’straight’ and not infrequently found to hold pronounced anti-male gay and anti-LGBT views. Consequently this group and comparable ones commonly have major susceptibility to states of mind of complex self-conflicted kinds, and in some cases of a gravity making them potentially vulnerable to carrying out rapes, other forms of sexual assault and violence, and even potential manslaughter or murder.

In regard to Trans sex workers: the sex work phenomenon/work choice is a disproportionately great one in the Trans community section where gender reassignment surgery and related medical interventions are concerned. This is because of the extremely high costs of these medical services coupled with a transitioning Trans community member commonly having very restricted employment options, meaning self-employment is largely the only option.

Our policy Trans and male same-sex workers policy concentrates on raising awareness of these two communities existence and their particular vulnerabilities (An Garda and local authorities in particular including them in their safety, engagement, and crime prevention remits), and on enshrining support services for them in terms of mental health and sexual health services, safety and safeguarding. We believe these two sex worker communities, as with the main heterosexual female one, need to be engaged with and in ways that are non-judgmental, and treat their members with respect and dignity.

We look to see creation of An Garda and local authorities time-lined creation of Trans and male same-sex sex workers engagement plans created, starting with the Dublin central area An Garda Siochana and Dublin City Council. In conjunction with this a Government of Ireland website webpage providing need to know information on rights and protections for Trans and male same-sex sex workers.

References concerning scale and percentages of Trans and male same-sex sex worker populations‘:

[TAMPEP’s mapping report](http://tampep.eu/documents/TAMPEP%202009%20%20European%20Mapping%20Report.pdf)from 2009 states that 6 percent of all sex workers in Europe are transgender, while 7 percent are cisgender male. However, these figures could be higher, as there are very few projects working with cisgender male and trans sex workers.’ NOTE: this makes at least 13%. Source: <https://tgeu.org/faq/dec-17/>

Also, please see page 10 of <https://www.hivireland.ie/wp-content/uploads/HIV-Ireland_SexWorkerLives_FINAL.pdf> ' ..*. Male or trans sex workers are thought to represent 9% of all commercial sex transactions in Ireland* (Maginn and Ellison, 2014).'

<https://onlinelibrary.wiley.com/doi/full/10.1002/jcop.22511>

<https://www.frontiersin.org/articles/10.3389/fsoc.2021.633699/full>

<https://www.sciencedirect.com/science/article/pii/S0033350620302389> -- *'Although sex workers are well-researched, transgender-identifying sex workers are often neglected'*

**14. Policy regarding interventions and solutions concerning hate incidents incitement and related:**

Incitement to anti-LGBT hate incidents: our policy includes recognition that counteracting factors which contribute to inciting hate incidents and giving inspiration and ‘moral’ sanction for those incidents. This includes the reality that from time to time members of religious organisations provide perspectives, such as through sermons, that provide such inspiration and ‘sanction’ – at the time of provision of this policy document, an example of this phenomenon was shared by an LGBTQI+ Policy Group member: <https://gcn.ie/kerry-priest-anti-lgbtq-rant/> an open incitement to anti-LGBT hate and support to religious context mental health destructive ‘conversion therapies.’ Our policy envisages amendment to crime prevention laws and inclusion within a final state Hate Crime Bill of provision for such individuals to be prosecuted and sanctions imposed on organisations they belong to, from which contexts they involve in such hate incidents inciting behaviour.

Our policy in this area recognises that for many citizens of and residents in Ireland religious faiths (both European and broader global in provenance and outreach) are a fundamental element in their daily lives: our policy respects this.

At the same time our policy notes that religious faith can never be used as a context for behaviour and public statements that de-facto encourage, justify and give religious faith contexts justifications that cause the vilification and demonisation of fellow citizens and residents of Ireland on the grounds of their sexual orientation and/or gender identity is legally and ethically unacceptable, and constitutes anti-social behaviour (ASB) of a most extreme and violence inciting kind.

Our policy involves recognition that religious faith organisations ‘self-policing’ concerning such conduct has failed and continues to fail, despite well-meant endeavours. Therefore the Government of Ireland needs to legislate and provide statutory protections under existing laws and the soon to be finalised Hate Crime Bill, of LGBTQI+ community members protection, dignity, and right to life and quality of life free of persecution and vulnerability to ASB.

Ethnic minority communities and transference from overseas settings to Irish ones of anti-LGBT hate crime related behaviour: Particular needs on explaining about hate crime to those new residents and citizens with minimal English language skills, and/or those international and ethnic minority community members whose cultural backgrounds include traditionally entrenched homophobic, bi-phobic, transphobic values and perspectives.

There has been extensive research regarding this phenomenon; for example: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5328793/> and ethnic minority LGBTQI+ youth are commonly disproportionately represented in the homeless and sofa-surfing communities (for example the 2021 Albert Kennedy report on homelessness indicated the scale of the phenomenon). The Equaldex website provides valuable data on a country by country basis, helping identify where given countries with particularly entrenched anti-LGBTQI values and societal norms, can transfer such cultures of anti-LGBTQI+ prejudice against fellow given ethnic minority community members in Irish and broader Western settings: <https://www.equaldex.com/> . Such data makes support needs to given ethnic minority communities much easier to identify and plan for by relevant government departments and state agencies.

**15. An Ireland Prison Service free of anti-LGBTQI+ prejudice/violence/oppression:**

Our policy is founded on the basis that every LGBTQI+ person in prison settings (both prisoners and staff) has the right dignity, safety, and to be ‘Out’ as gay, lesbian, bisexual, and/or Trans, ensuring prison services provide clear successfully implemented and externally monitored protections, safeguarding, and inclusion for all LGBTQI community members, both prisoners and staff. That prisons and all other custodial settings are free of experience of all forms of anti-LGBTQI+ prejudice and discrimination for All LGBTQI+ members, both prisoners and staff. And realisation in an LGBTQI+ context the Irish Prison Service (IPS) commitment to the following: ‘*The Irish Prison Service mission is providing safe and secure custody, dignity of care and rehabilitation to prisoners for safer communities.*’

Prisoner and new IPS staff inductions to include a mandatory LGBTQI+ inclusion and counteraction of anti-LGBTQI+ prejudice component, with sanctions of escalating kinds for non-compliance

The IPS itself and every prison to have a prison governor headed LGBTQI+ Steering Group from across staff and including prisoner representatives, to ensure a joined up approach on inclusion, positive messaging, mental health, safety and safeguarding, and zero tolerance of anti-LGBT prejudice, including but not limited to ‘banter’ and graffiti.

**16. Intersectional ethnic minorities LGBTQI+ communities**: this LGBTQI+ subpopulation group (ranging from Traveller Community to more recent European and broader global communities [including from lands and mainstream/predominant cultures]) have especially/beyond the average experiences of anti-LGBT enmity/persecution/prejudice (the group experiences racism as well, and this can include from a small minority of fellow LGBTQI+ community members). Newer community members can also have English language challenges impacting negatively on integration and especially knowledge of dedicated LGBTQI+ human rights in Ireland, and social and socializing level obstacles to integration in the broader LGBTQI+ community.

As such, our policy advocates for provision of specific reference to the LGBTQI+ intersectional communities and their particular needs in extant relevant legislation, and in areas such as local authorities and government departments services and outreach communication, and especially concerning HSE mental health services. The latter particularly needed as many community members come from land of origin settings where anti-LGBT prejudice much more serious than known in Ireland, and that this problem often transfers to fellow given ethnic minority community members, especially in regard to some family members. Such legislation amendment provision will constitute a vital contribution to effective assimilation and integration too, including in the domain of self-organised ethnic minorities LGBTQI+ groups, and for general level LGBTQI+ organisations.

NOTE: please also see ‘*Ethnic minority communities and transference from overseas settings to Irish ones of anti-LGBT hate crime related behaviour,*’ above.

LGBTQI+ Traveller community: Our Intersectional ethnic minorities LGBTQI+ communities policy includes specific support provision to the LGBTQI+ section of Ireland’s oldest internal ethnic minority – the Traveller/Gipsy/Roma Community. This LGBTQI+ sub-population group has special additional needs in regard to support because of its mobile/non-permanently settled status. Our policy advocates strengthening state agencies and services support to the community’s LGBTQI+ self-organised groups.

**17. Intersectional disabilities minorities LGBTQI+ community** – comparable reference to and specified support provision within existing legislation to that for intersectional ethnic minorities LGBTQI+ communities, be provided for members of the disabilities minorities LGBTQI+ intersectional community.

The needs of our intersectional LGBTQI+ community are particularly complex, and our policy in this area will seek before the end of 2023 to have disabilities communities support providing organisations (state and voluntary sectors) to enable standing, structured support for the intersectional community in terms of access to coming Out as LGBTQI+ and development of mental health support in regard to dealing with and anti-LGBTQI+ prejudice.

Useful context links: <https://www.lgbtmap.org/file/LGBT-People-With-Disabilities.pdf> and <https://www.respectability.org/resources/lgbtq/>

**18. Retrospective revocation of some historic convictions of Gay and Bisexual adults prosecuted for consensual sexual activities under Victorian era anti-gay laws: We have supported disregard (effectively revocation) on certain adult male same-sex consensual sex and affection prosecutions:** Our policy in this area involves a review of all historic convictions of male gay and bisexual adults under Victorian era instituted anti-gay and bisexual males laws of the state. With revocation of relevant convictions, with formal apologies being provided to victims of these laws (including where known, posthumously, and if and where needed, entitlement to mental healthcare support for the psychological and emotional harm caused to the victims of these laws.

**19. Census 2026/2027 mandatory LGBTQI+ entries inclusion:** we shall ensure that in the next Census that dedicated LGBTQI+ entries are included (which did not occur in 2022, despite the watershed marriage equality referendum of May 2015). Without data effective inclusive services planning is impossible, as public services and practical implementation of policies requires this data.

At time of providing this particular policy objective (November/December 2022), we understand there is a public consultation on the next Census.

We believe a clear policy commitment for mandatory, carefully thought through from a practical planning of services from Census data use purpose, LGBTQI+ entries on the next Census form will strengthen further any potential hoped for plans arising from potential LGBTQI+ entries that could be referred to in the consultation’s findings.

Our policy in this area, commits to enabling and ensuring, maximum inclusion of the voice of all sections of our community in the entries and support completion notes to the entries in the next Census, including effective privacy and confidentiality mechanisms to be built in for community members completing such entries. This including that the peak 14 – 16 years of age coming Out as LGB or Trans or Non-Binary, population be included (especially important for those that may be living in family settings where phobic cultures and anti-LGBTQI+ factors exist).

That allocation of structed and committed support by the Central Statistics Office (CSO) in the delivery of the next Census be instituted for LGBTQI+ community members whose first language is not English – such support testifying to them that the state understands that some ethnic minority and international communities members who are from sexual orientation and gender minorities can and often do encounter ‘in-community’ prejudice of anti-LGBT kinds of moderate to in some cases severe kinds.

NOTE: at time of instituting this policy, it has been noted that the CSO not including specific provision of a section/sections on the last/2022 Census for LGBTQI+ community members, has been represented to the CSO by the Minister for Children, Equality, Disability, Integration and Youth, in regard to this LGBTQI+ community viewed LGBTQI+ inclusion failure/oversight by the CSO. This to ensure that this does not reoccur concerning the next Census.

**20. International related policy:**

We will ensure that LGBTQI+ human rights support is embedded in Department of Foreign Affairs & Trade (DFA) in Government of Ireland Foreign Policy and international relations delivery, with every Embassy or consulate of Ireland including a dedicated LGBTQI+ support and engagement brief. This will include:

a) Irish LGBTQI+ engagement and support best practice sharing with the relevant overseas governments departments and international bodies, including but not limited to cultural & heritage entities

b) Engagement support (contact & liaison) with given countries official and independent LGBTQI+ organisations and groups

c) Constructively challenging governments and international organisations and companies with poor LGBTQI+ human rights records, encouraging change and improvement, and where necessary placing minimum to greater levels of sanctions on business, trade, and sports interactions as incentives for improvement

d) An annual DFA conference on LGBTQI+ human rights topics and performance

**EU:** Ireland will play a strong and effective part in delivering and supporting the European Commission 2020 – 2025 LGBTIQ Equality Strategy (<https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combatting-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025_en#:~:text=It%20strives%20to%20build%20a,to%20focus%20on%20priority%20areas>).

It is noted that the constituent states/members of the European Union comprise three broad categories in regard to LGBTQI+ inclusion, equality, and human rights. These range from advanced and intermediate, to minimal.

The Party Policy is intended to align with and be a vanguard level one relating to the Advanced category, and also include within it an element of pragmatism assistive to the minimal/more ‘challenged’ category. This latter on the basis that within Ireland there are in certain areas of policy implementation factors and elements that have similarities to ‘cultures’ that exist in minimal/challenged countries where inclusion and the removal of prejudice and discrimination are concerned. This element of realism giving further weight to the broader EU level value of the policy.

Our international policy is founded on the basis of ‘no LGBTQI+ person is equal and free until all LGBTQI+ people are free, no matter where they live in the world’: provision in the areas mentioned will enhance and further strengthen Ireland’s human rights EU and UN ‘soft power’ human rights credentials

**Reference link concerning LGBT+ human rights and equality country by country basis performance:** [**https://www.equaldex.com/**](https://www.equaldex.com/)

## Policy Costing and related

This policy in regard to its specific individual policy commitments is primarily orientated on Oireachtas level legislation proposal initiative, and/or (mainly the case) amendment to/of existing legislation, with the purpose of the policy commitments detailed in this policy document being subsequently implemented across Government of Ireland relevant departments and with state agencies directly responsible for implementation of government policy through the said governmental departments.

In regard to implementation of government policy through the given government departments and their connected state agencies, implementation of the specific/listed policy areas is orientated-focused. With perhaps one or two exceptions, the individual policy commitments, all of the individual components of this policy link to under law/duly passed Oireachtas legislation under the said given government current pre-existing legislation’s general equality and inclusion dimensions, this including in a number of areas specific reference to LGB and Trans and Non-Binary equality and inclusion. As these elements are included within given governmental departments policy implementation costings, and within the related state agencies responsible for on the ground delivery of the said equality and inclusion related services within their (given government departments and related state agencies).

The model used for specific costed implementation of the policy’s individual specific components (listed in Section 2.2 of this document) is a two-part one. The first part to be implemented in year one on a specific locations basis (given city/town/county councils: with due weighting to locations, such as Dublin, that have statistically recorded substantial LGBTQI+ populations). The second part to be implemented will be at national roll out level: regarding this it is recognised that it would realistically take a 2-3 years period to go from formal announcement of services to be provided at, for example county and smaller towns and villages level in given county to smaller administrative areas, to actual on the ground implementation provision.

In regard to delivery of the individual policy specific components from pilot areas to full implementation, it is recognised that established LGBTQI+ community supportive and LGBTQI+ run voluntary and community sector organisations will play a particularly important role regarding given specific policy components delivery (it being noted that in some of the latter there may be at the time of promulgation of this policy minimal – for example directly LGBTQI+ ethnic minority ‘intersectional’ communities existing and led organisations/groups – capacity: this would need to be considered in regard to envisaged state funding, or existing LGBTQI+ community support organisations services provision delivery for the relevant component of this policy).

**Key specifics for costings of policy implementation:**

The individual component items/objectives of the Policy in its totality, comprise, necessarily, where costings for implementation are concerned, a number of levels in terms of scale and required implementation.

The approach taken is to ensure maximum value for money from state remunerated services in delivering policy items, and at the same time the said services delivered be effective (crucial to successful delivery of policy items). In pursuance of this two-part approach to costings, a minimal required level for successful implementation of policy items is the approach taken by the policy (avoiding scope on cost grounds being given to those in society/the electorate/democratically elected entities such as the Oireachtas, local authorities, etc. that could openly or indirectly oppose the policy and specific policy items being successfully implemented).

In practical terms this approach will involved phased role outs (first year in individual or a number [2-3; from urban/city to rural locations], and second to third years at regional to national levels, influenced by implementation learning in best practice examples records and methods of applied implementation of policy items in year 1) where relevant to state departments and agencies, and geographical/administrative areas locations [based on Oireachtas and European parliamentary constituencies, city and county councils, etc.).

As such best possible value for money outcomes will be achieved, and, at the same times in most policy items cases once where/if required duly passed amendment to existing relevant laws, or the passing of potential new Bills in the Oireachtas for other policy items (envisaged as minimal, and possibly not needed) will have implementation costs (given hours per week/month of relevant departmental or state agencies, dedicated to on the ground implementation of policy items) subsumed within the paid for time of given relevant officers (equality, community engagement, etc.) of both of the latter at national to given locality levels.

The work necessary to calculate per department/agency on national to given locality/administrative area time required for planning of time required per policy item comes would be able to advised and calculated at services quality and scale levels, through the instituting of one or potentially two national level overseeing of implementation new posts (please see below). The costs for these envisaged one or two posts (more details below) will be calculated under the appropriate level of current pay scales (<https://www.forsa.ie/civil-service-pay-scales/>).

In terms of a potentially very important cost for policy delivery, it is envisaged that, under the Ministry for Children, Equality, Disability, Integration and Youth, with direct accountability to the Minister under their Equality remit -- for at least one year, potentially one and a half years (18 months) one or potentially two national level coordinators for implementation of the overall policy and its individual components at strategic level will be required. Initially envisaged as temporary posts – a LGBTQI+ policy implementation ‘Tsar’ and/or Chief Operating Officer (or ‘Deputy Tsar’) post/posts, the position/positions could for the 1-1.5 years period be part time (3-4 days per week) one. We believe that this is a realistic timeframe for the oversight strategic level ‘seeing started and successfully commenced’ of the policy’s individual policy items. After that period, with review of implementation achievements/record, there could be a case for a subsequent successor standing post (part-time) where the emphasis shifts to annual performance of policy items implementation is audited with associated given departmental or national agencies given policy items services delivery annual reports (with findings and recommendations) provision is the principal activity.

Such an individual will need to have mastery of the given post’s activities brief, which would include working across ministries to ensure the ‘joined up’ approach that is at the heart of the policy in terms of effective delivery as a whole and in its individual components areas.

Within the individual policy items there exist some specific ‘standalone’ items that have cost implications. For example an annual DFA LGBTQI+ overseas engagement performance learning and achievements conference (which of course for practical considerations – minimising costs involved – could be completely online delivered, or hybrid [combined physical location and online]. For this costs would be based on comparable extant examples – relevant universities (such as the TUD, that has a Centre associated with furtherance of diversity and inclusion related interorganisational work) being potential natural choices for delivery of such events.

‘Bespoke/tailored to the given service provider audience [various indicated in specific government departmental and related national/state agencies] information resources provision and related training for both start-up and subsequent national roll-out levels of given specific policy items implementation: there would be envisaged costs for such information resources provision and related in-person and/or online training. In terms of costs for 30+ individuals/officers (of a given agency or governmental department) receiving half a day’s direct in person, or 50+ individuals/officers online training, the normal Government of Ireland procurement protocols will apply, these related to robust evaluation of credibility for delivery at LGBTQI+ community confidence in the services to be delivered credibility and effectiveness level. As a ball park figure the in-person and online options for such specialist training are on the basis of, for example, UK comparators, in the region of 300-400 Euros.

In some instances there would be specialist policy areas consultancy provision [separate to information resources creation/provision and associated training of given national agencies relevant personnel, and potentially relevant government departmental officers] envisaged as valuable in regard to delivery of some aspects of some of the Policy’s components. The policy envisages that in regard to this appropriate direct LGBTQI+ Ireland community organisations be primarily engaged, and where the latter at time of the formal launch of this policy do not have any to date record of service delivery activity, that relevant universities/HEIs, and/or authoritative experts with proven successful records in the given policy item/area, be engaged.

**Important note regarding direct overseers and implementation of policy items:** from a value for money perspective, it will be essential that policy delivery given officers are provided with a clear service delivery credentials specification (‘job/task description’) brief. This to ensure that policies are delivered effectively and competently, and not in a ‘lukewarm’ or less than fully committed way. An issues solving approach, rather than a laissez-faire/managing an issue, one, will be fundamental to the right person undertaking the activity requirements of the given role.

In almost all cases, the candidates for specific policies delivery will already be in pre-existing posts in given government departments or state agencies. As such, in almost every case no new posts will be required for delivery of the given policy item therefore, but it is envisaged that some of those holding given relevant pre-existing posts, may need to receive CPD based dedicated LGBTQI+ high quality results delivering training. Some funding allocation may be required for the latter, but it is envisaged that the latter would in most cases already be included under given equality diversity inclusion (EDI) annually allocated training budgets.

## References / Bibliography

The policy individual Objectives/Items, where relevant, include supportive hyperlink references in regard to certain of the individual components of the Policy background contexts where the latter is needed for explanatory and clarification of importance of need purposes.