CIVIL SERVICE COMMISSIONERS FOR NORTHERN IRELAND

HUMAN RIGHTS POLICY STATEMENT

1. This document presents the Human Rights Policy Statement of the Civil Service Commissioners for Northern Ireland. This statement applies to and will be observed by both Commissioners and the staff in the Commissioners' Secretariat as far as that is reasonably practicable.

2. Commissioners acknowledge their legal obligations:

   – not to act incompatibly with the European Convention on Human Rights (ECHR) in their policy making, practices and decision-making processes;

   – to interpret their powers and duties, so far as is possible, in a way which is compatible with the Convention rights; and

   – to secure the enjoyment of the Convention rights without discrimination on any ground such as sex, national or social origin, race, association with a national minority, colour, property, language, birth, religion, other status, political or other opinion.

3. In order to meet these obligations, Commissioners will:

   – seek to introduce a human rights impact assessment tool in decision making;

   – take the Convention rights into account, where appropriate;

   – consider using the term "human rights" within policy statements and refer to legislation and international agreements, especially the Human Rights Act 1998, the United Nations Universal Declaration of Human Rights (UNUDHR) and the International Labour Organisation (ILO) Core Conventions, as appropriate;

   – work towards promoting diversity in the NICS;

   – keep abreast of human rights issues by attendance at human rights training and awareness events;

   – respect the human rights of the Secretariat, stakeholders and service users with whom Commissioners come into contact in carrying out their duties;

   – liaise with the Northern Ireland Human Rights Commission on the implementation of these obligations;

   – publicise this policy in appropriate ways internally and externally; and

   – review this policy periodically on the basis of implementation, experience and revise if and when necessary.