



Equality, Diversity and Inclusion Policy Version 1.0

Revision History

Date of drafting: January 2021	Date of next review: January 2022
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Version Number/Revision Number	Revision Date	Summary of Changes
1.0	January 2022	

Consultation History

Version Number/Revision Number	Consultation Date	Names of Parties in Consultation	Summary of Changes
V1.0	February 2021	EDI Sub Committee of Governing Body	
		Governing Body	

Approval

This document requires the following approvals:

Name	Title	Date
	EDI Sub Committee of Governing Body	22 nd February 2021
	Governing Body	30 th March 2021

This Policy was agreed by the Governing Body on 30th March 2021. It shall be reviewed and, as necessary, amended by the Institute annually. All amendments shall be recorded on the revision history section above.

1. Introduction

1.1 DkIT is committed to promoting equality and providing an environment where all members of its community are treated with respect and dignity. We are committed to seeking to employ a workforce and educate a student body that reflects the diverse community we serve. DkIT has embedded the promotion of equality and diversity in its Strategic Plan (2020-2022).

The following acts underpin all of the Institute's work:

- The Employment Equality Acts 1998-2015 - prohibit discrimination in employment, including recruitment, promotion, pay and other conditions of employment.
- The Equal Status Acts 2000-2018 – prohibit discrimination in access to and provision of services, accommodation and educational establishments.
- The Disability Act 2005 - places significant obligations on public bodies in terms of providing integrated access to services and information to people with disabilities, as well as promoting the employment of people with disabilities.
- The Gender Recognition Act 2015
- The Irish Human Rights & Equality Commission Act 2015

1.2 We are committed to providing equality of opportunity and will work to ensure that all of our staff, students and visitors, as well as those that seek to apply to work or study with us are treated fairly and are not subjected to unlawful discrimination by the Institute on the basis of (their protected characteristic):

- Age
- Disability
- Gender identity (a personal sense of one's own gender. This can correspond to or differ from the sex we are assigned at birth)
- Marriage or civil partnership ☒ pregnancy and maternity
- Race - (includes: race, colour, nationality (including citizenship), ethnic or national origins)
- Religion or belief including philosophical belief and a lack of belief
- Sex
- Sexual orientation

2. Scope

2.1 The policy is applicable to all staff (which includes for the purposes of this policy and for ease of reference, consultants, contractors, volunteers, casual workers and agency workers), students and applicants to work or study at the Institute. The principles of non-discrimination and equality of opportunity also apply to the way in which staff and students should treat each other, visitors, contractors, service providers, suppliers and any other persons associated with the functions of the Institute.

2.2 This policy is non-contractual and maybe updated at any time.

3. Roles and Responsibilities

3.1 The Governing Body and Leadership Team has ultimate accountability for compliance with the Institute's equality obligations. The Equality, Diversity and Inclusion Committee (EDI) is responsible for reviewing the implementation of this policy regularly and for any amendments to the policy. The EDI committee will provide an annual equality report to the Leadership Team and the Governing Body.

3.2 Staff and students have a responsibility to:

- Read and understand this policy and the related Dignity at Work - Bullying and Harassment policy and;
- Challenge and report unacceptable behaviour in a safe manner and in accordance with the Dignity at Work - Bullying and Harassment policy.

3.3 Institutional Management have a responsibility to:

- Set a good example by treating all members of the Institute with dignity and respect and challenging unacceptable behaviour;
- Ensure all staff and students are aware of this Policy and know how to report discrimination, harassment or bullying, and that reporting incidents does not result in victimisation;
- Present their staff with information (or knowledge about where to find such information) about employee rights as defined within the scope of the Institute policies' including maternity and paternity rights etc.
- Deal with complaints fairly, thoroughly, quickly and confidentially.

4 Aims of the Policy

4.1 The Institute's aim is to promote equality of opportunity for all, through the following objectives:

- Assessing the impact on equality in our policies, procedures and practices;
- Having an effective data monitoring and analysis process;
- Involving all internal stakeholders in the development and delivery of our equality objectives;
- Promoting equality, diversity and inclusion through internal and external communications;
- Ensuring that managers and staff take part in equality training and in particular those who have responsibility for recruitment and selection;
- Ensuring staff and institute student support services are, as far as reasonably possible, accessible to all;
- Ensuring that both existing staff and students, as well as those who seek to apply to work and study with us, are treated fairly and are judged solely on merit and by reference to their skills and abilities;
- Complying with its legal obligations.

5 Implementation

5.1 The Institute community shares responsibility for the successful application of this policy, whilst specific responsibility falls to management who are professionally involved in staff and student support, development and supervision.

5.2 The Institute will seek to ensure that all staff and students have equal access to the full range of institutional facilities and that adjustments to working and learning practices are considered wherever reasonably practicable in order to accommodate a diverse community.

5.3 Any staff member or student who believes that they may have been the victim of discrimination, harassment, bullying or victimisation shall have protection under the Institute's Dignity at Work - Bullying and Harassment Policy.

5.4 This policy will be made widely available to all staff and students in order that they are aware of their entitlements and responsibilities with regard to equality, diversity and inclusion.

6 Sanctions

6.1 A failure to comply with the principles set out in this policy may be considered to be a disciplinary offence, and will be addressed through the relevant procedures.

7 Complaints

7.1 Any cases of discrimination, harassment, bullying or victimisation will be taken very seriously by the Institute. Any member of staff or student found guilty of unlawful discrimination or harassment will be subject to disciplinary action. Appropriate action will be taken where possible if any member of the public, visitor or service provider involved in discrimination or harassment.

7.2 Staff, students or other parties who make a complaint of discrimination have the right to do so without fear of victimisation, and the Institute will make every effort to ensure that any complaints are dealt with promptly and fairly.

7.3 The Dignity at Work – Bullying and Harassment Policy can be downloaded from the Institute's website and contains the procedure to follow for staff or students who wish to make a complaint of discrimination, harassment, bullying or victimisation.

8 Internal Monitoring and Auditing

8.1 The EDI committee will annually audit and monitor the implementation of the policy and recommend to the Institute's Leadership and Governing Body any required revisions or actions.