

Governing Body Approval - 18th September 2019

## Technological University Dublin Equality Statement For Period 2019-2022

### 1. INTRODUCTION

Extract from Technological Universities Act – Equality Statement

*“19. (1) (a) The president, as soon as practicable after the appointed day, shall prepare a statement (in this section called an “equality statement”) for the period specified in the statement.*

*(b) The period to which the equality statement relates shall be such period as the technological university considers appropriate and directs the president to specify in the statement, being a period of not less than 3 years and not more than 5 years from the date that the president prepares the equality statement under subsection (1).*

*(c) The president shall prepare each subsequent equality statement not earlier than 6 months, and not later than 3 months, before the expiration of the period specified in the plan”.*

*(2) The equality statement shall specify—*

*(a) the policy of the technological university for enabling access to it, and the education it provides, by economically or socially disadvantaged persons, by persons who have a disability and by persons from sections of society significantly under-represented in the student body, and*

*(b) the policy of the technological university relating to equality, including gender equality, in all activities of the technological university.*

*(3) The president shall submit the draft equality statement to the technological university for approval once it has been prepared.*

*(4) The technological university, having regard to the resources available to it, may either approve the draft equality statement without modification or, after consultation with the president, approve the statement with such modifications as it thinks fit.*

*(5) The technological university, in approving the draft equality statement under subsection (4), shall have regard to such policies on the matters referred to in subsection (2) as may from time to time be determined by the Minister.*

*(6) A technological university shall implement the policies set out in the equality statement”.*

## 2. EQUALITY STATEMENT

- (a) The Technological University Dublin (TU Dublin) is committed to ensuring that the student body entering, participating in and completing its programmes at all levels reflects the diversity and social mix of the Dublin region, and Ireland's, population. The access policy takes full account of UN Sustainable Development Goal 4 to 'Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all'.<sup>1</sup> The policy rests on a culture of inclusion where all have equitable opportunity to access the education it provides. The University is especially cognisant of the challenges to participating in higher education faced by persons from backgrounds of economic or social disadvantage, persons who have diverse abilities, and persons coming from sections of society significantly under-represented in the student body. TU Dublin enables equity of access and education to these groups through an integrated policy that provides a range of pre-entry activities, alternative entry arrangements and post-entry supports. It also aims to provide an enhanced experience and positive educational outcomes for all students through the utilisation of approaches such as Universal Design and Universal Design for Learning in the provision of education and related services, supports and facilities. The University's access policy is fully aligned with the National Access Plan.<sup>2</sup>
- (b) TU Dublin is committed to advancing equality, including gender equality, in all aspects of its work. The equality work of the University benefits from being informed by the UN Sustainable Development Goals, including SDG 5 'Achieve gender equality and empower all women and girls'. The University policy on equality, including gender equality, is guided by the statutory obligation to have regard to the need to eliminate discrimination, promote equality of opportunity and protect the human rights of staff, students and service users.<sup>3</sup> It is committed to ensuring gender balance in key decision-making committees. It aims to address gender imbalances amongst staff and the student body in academic disciplinary fields and functional areas where traditional patterns of male or female predominance can be found. It is also cognisant of the need to address intersectional aspects that contribute to the compounding of inequalities such as ethnicity, diverse ability, gender and other identities, and social disadvantage. The University also adheres to and implements statutory and sector-wide best practice policies, including the Athena SWAN Charter Principles<sup>4</sup>, the recommendations of the Higher Education Authority National Review of Gender Equality in Irish Higher Education Institutions<sup>5</sup> and Gender Action Plan 2018-2020<sup>6</sup>, and the Public Sector Equality and Human Rights Duty.<sup>7</sup>

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<sup>1</sup> <https://sustainabledevelopment.un.org/topics/sustainabledevelopmentgoals> (last accessed 2 May 2019)

<sup>2</sup> <https://hea.ie/assets/uploads/2018/12/HEA-Progress-Review-NAP-2021.pdf> (last accessed 2 May 2019)

<sup>3</sup> Section 42 of the Irish Human Rights and Equality Commission Act 2014.

<sup>4</sup> <https://www.ecu.ac.uk/equality-charters/athena-swan/about-athena-swan/> (last accessed 2 May 2019)

<sup>5</sup> [https://hea.ie/assets/uploads/2017/04/hea\\_review\\_of\\_gender\\_equality\\_in\\_irish\\_higher\\_education.pdf](https://hea.ie/assets/uploads/2017/04/hea_review_of_gender_equality_in_irish_higher_education.pdf) (last accessed 2 May 2019)

<sup>6</sup> <https://hea.ie/assets/uploads/2018/11/Gender-Equality-Taskforce-Action-Plan-2018-2020.pdf> (last accessed 7 May 2019)

<sup>7</sup> <https://www.ihrec.ie/our-work/public-sector-duty/> (last accessed 2 May 2019)