



Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University



**Equality,
Diversity
and Inclusion**

Atlantic Technological University (ATU)

Equality Statement

1st April 2024 to 31st March 2027

Atlantic Technological University has prepared this statement in line with the provisions of Section 19 of the Technological Universities Act 2018 as amended from time to time including, but not limited to, Subsection 19(2A) as inserted by Section 93 of the HEA Act 2022

1. Technological Universities Act 2018, Section 19 revised provides that –

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.

F10[(2A) The president shall, for the purposes of preparing an equality statement, consult with—

- (a) the Minister,*
- (b) such other Ministers of the Government as the president considers appropriate,*
- (c) An tÚdarás,*
- (d) the students or the student union of the technological university,*
- (e) the members of the staff of the technological university or the trades unions or staff associations of those members of staff,*
- (f) the academic council of the technological university,*
- (g) the education and training board or boards in whose education and training board area or areas the campuses of the technological university are located or such other education and training board as the governing body considers appropriate,*
- (h) a local authority in whose functional area the campuses of the technological university are located, and*
- (i) such other body or person as the president considers appropriate.*

(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. Atlantic Technological University Equality Statement

Atlantic Technological University (ATU) is committed to embedding Equality, Diversity, and Inclusion (EDI) across all its activities to ensure the University community can learn and work in an environment defined by dignity and respect, where equality of opportunity is promoted, diversity is celebrated, where all students and staff can develop to their full potential, and where human rights are protected as required by the Public Sector Duty. The advancement of EDI is the responsibility of all members of the University community. ATU is anti-discriminatory, in all its forms.

ATU will mainstream the principles of human rights, equality, diversity and inclusion as an integral part of its planning processes to ensure that they are considered and embedded in all strategic planning and decision-making activities, policies and into the University's annual report.

ATU's Governing Body has a statutory responsibility to ensure equality and access. The Governing Body has established an Equality, Diversity and Inclusion Sub-Committee, which has the responsibility for reviewing and advising on the University's policies and monitoring the implementation of such policies. The Equality, Diversity and Inclusion Steering Group (a subcommittee of the University Planning Team) oversees and provides guidance and direction towards the achievement of EDI objectives across the University.

ATU will promote an inclusive and supportive environment of equality, dignity, and respect, providing a safe, respectful, and supportive work and study environment for all members of its community, free from all forms of bias, sexual violence, and harassment.

ATU will widen participation and facilitate access to programmes for students from under-represented groups by identifying and addressing barriers to their full participation working with partners in the education sector. The University recognises the challenges to participation 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.

To this end, the University is committed to its responsibilities under the National Access Plan 2022-2028. The University's strategic plan and Access Transfer and Progression policy further endorse this commitment. The University is also committed to the implementation of the National Charter for Universal Design in Tertiary Education (ALTITUDE charter) which seeks to embed universal design (UD) in the University. ATU will embed the principles of UD across the University, with particular reference to teaching and learning, support services, the physical environment and digital environment. ATU provides reasonable accommodations and accessible services for students, staff, and other members of the University community with disabilities, as well as supporting and advocating for the employment of staff with disabilities.

ATU will implement the University's Gender Action plan and other diversity initiatives; identify and resolve potential issues and barriers, and ensure these initiatives align with national EDI policy frameworks and EDI initiatives operated by the HEA.

ATU has signed and strongly endorsed the Anti-Racism Principles for Irish Higher Education Institutions and is actively working to address all forms of structural, institutional and individual aspects of racism.

ATU's Equality, Diversity and Inclusion (EDI) policy sets out the University's commitment to the principles and promotion of equality, diversity and inclusion in all aspects of the university's activity and details how this policy will be implemented.

ATU's Equality, Diversity and Inclusion Policy

ATU's EDI policy can be downloaded here [ATU website Policies and Procedures](#) Further information on the University's EDI structures and broader equality, diversity and inclusion work programmes can be found on the ATU [website](#).

ATU's EDI policy applies to all students and student applicants and relates to all decisions in respect of the admission of students and the provision of all services to students including teaching and supervision, assessment, progression and award and support services

ATU's EDI policy applies to all employees and applicants for employment with the university and relates to all decisions in relation to recruitment and selection, promotion, access to training and terms and conditions of employment. This policy also applies to all visitors, customers, service providers/users and clients of the University and relates to all services provided by the University in its diverse activities both internal and external.