



POLICY:	Equality Policy
Draft 2:	
ADOPTED:	V1 BR 2014#02 V2 (This version) UR 2020#01
AMENDMENTS:	ET 2017#13, ET 2019#14
REVIEW:	2025 ¹

¹ In line with the standard policy review cycle and as at 8.2, below.

1.0 Policy Statement

- 1.1** Mary Immaculate College aims to provide an inclusive environment which promotes equality and values diversity and where staff and students can develop their full potential regardless of gender, marital status, family status, race, religious beliefs, sexual orientation, disability, age or member of the Travelling Community.
- 1.2** Mary Immaculate College rejects all forms of unlawful discrimination.
- 1.3** Mary Immaculate College is an equal opportunities employer and is committed to creating a workplace which provides for equality of opportunity for existing and potential employees and where the dignity of all is protected and respected at all times.
- 1.4** All policies, guidelines and protocols of Mary Immaculate College, will reflect the Colleges commitment to the promotion of equality in accordance with law.

2.0 Aims of Document

- 2.1** The purpose of this Policy is to outline Mary Immaculate College's commitment to equality in all aspects of the College's activity: employment, education and service provision; and to outline how this Policy will be implemented.

3.0 Legislation/Other Related Policies

- 3.1** Relevant legislation, regulation and policy in relation to this document includes:
 - Equal Status Acts 2000 – 2015
 - Employment Equality Acts 1998 – 2015
 - Disability Act 2015
 - Irish Human Rights and Equality Commission Act 2014
 - MIC Instrument of Government
 - MIC Scheme of Incorporation
 - MIC Recruitment and Selection Policy
 - MIC Dignity at Work Policy
 - Policies and Procedures for Dealing with Staff Grievances
 - Procedure for Complaints by a Student
 - Policy and Procedure for Complaints by Staff
 - MIC Access Policy
 - Student Charter
 - Fitness to Study Policy (currently in draft)

4.0 Scope of Policy

- 4.1** This policy is applicable 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.

- All College employees and applicants for employment, and relates to all decisions in relation to recruitment and selection, promotion, access to training and terms and conditions of employment.
- All services provided by the College in its diverse activities both internal and external.

5.0 Responsibilities

- 5.1** The President of the College is responsible for the management and control of the affairs of the College, subject to the provisions of the Instrument of Government. *An tÚdarás Rialaithe* has appointed an Equality Committee charged with responsibility for the development and monitoring of policies and practices in relation to equality.
- 5.2** The Equality Committee is responsible for reviewing the implementation of this policy regularly and for proposing to *An tÚdarás Rialaithe* any amendments to the policy.
- 5.3** Senior Office Holders, Heads of Departments, Line Managers, Supervisors and others in positions of authority should seek to ensure that the equality policy is upheld in respect of staff, students, stakeholders and service providers and other members of the College community.
- 5.4** Each area that provides a service, academic, student service or other type of service, has the responsibility to ensure the service provided upholds the commitments outlined in this policy. Specific targets for the participation of under-represented students have been set in the College's Strategic Plan.
- 5.5** All members of the College community play a role in implementing this policy. All students, service users and others conducting business with the College should cooperate with the implementation of this policy. Business contracts will reflect this requirement.

6.0 Statement of Commitment

- 6.1** Mary Immaculate College is committed to:
- The promotion of equality of treatment and opportunity for all staff and students;
 - The protection of the human rights of its staff and students;
 - An environment in which all staff and students can develop their full potential and which is free from unlawful discrimination;
 - An environment in which persons are treated with respect and dignity regardless of their status;
 - The provision of high quality services in an inclusive, accessible and flexible manner;
 - The identification and assessment of barriers to equality on a continuous basis and full engagement in countering imbalances within College practices where they exist, and to take positive action to redress such imbalances;

- The appointment and promotion of staff on merit;
- Equal access to staff training and development opportunities;
- The provision of information in accessible formats;
- Making reasonable accommodation for staff, students, stakeholders and service providers with disabilities;
- Widening participation and facilitating access to its programmes by students from under-represented groups and by mature students as per the College Strategic Plan;
- Developing positive action measures to support particular groups who may be disadvantaged or under-represented in accessing education, employment or promotion where appropriate;
- Implementing equality and diversity training and awareness for staff;
- Ensuring that all third parties providing goods and services to or on behalf of the College are committed to promoting and respecting equality and diversity.

7.0 Evidence of Commitment

In 2019, Mary Immaculate College was awarded the Investors in Diversity Bronze Award from the Irish Centre of Diversity in recognition of its ongoing commitment to equality and diversity.

Mary Immaculate College also became a member of the Athena Swan Charter in February 2018.

8.0 Monitoring and review

- 8.1 The Equality Committee will report on the overall implementation of this policy in its reports to *An tÚdarás Rialaithe*.
- 8.2 This policy will be reviewed on a five-yearly basis or sooner if legal developments so require. The Equality Committee will initiate the review.

This policy shall operate in conjunction with, and without prejudice to, the power and responsibility of Mary Immaculate College to act reasonably, in accordance with its commitment to the promotion of equality in accordance with law (as stated in 1.4, above), so as to preserve and protect its ethos in accordance with its governance framework.