

# EQUALITY STATEMENT

12 September 2023

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Policy Author	VP for Equality, Diversity & Inclusion

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## 1. INTRODUCTION

### Extract from Technological Universities Act 2018 – Equality Statement

#### S.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 Governing Body of 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. SETU EQUALITY STATEMENT**

This equality statement applies to all staff, students and service users of SETU and seeks to protect and promote the constitutional, human and legislative rights to equality which we all enjoy. It also serves to demonstrate the commitment of the university to embedding strategies, policies, procedures and practices to enhance equality, diversity and inclusion across all of its functions and campuses.

### **Access & Participation**

SETU 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 South-East region, and Ireland's, population. The University's Access Policy aims to create 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 backgrounds and persons coming from sections of society significantly under-represented in the student body. SETU 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 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>1</sup>.

### **Equality, including Gender Equality**

SETU is fully committed to advancing equality, including gender equality, in all aspects of its work. The University policy on equality, including gender equality, is guided by the statutory obligation of non-discrimination across all legislative grounds, to promote equality of opportunity and to protect the human rights of staff, students and service users. The University is committed to providing a culture where all members of its community, both staff and students, can achieve their full potential, and work in a safe, supportive and inclusive environment. To this end, SETU will work ensure that issues relating to gender stereotyping, sexual and gender-based violence, harassment and consent are to the forefront of its work on gender equality. SETU is committed to ensuring gender balance in all key university decision-making committees and aims to address gender imbalances amongst staff and the student body in academic disciplinary fields and functional areas. It is also cognisant of the need to address intersectional aspects that contribute to the compounding of inequalities, such as, for example, where gender and ethnicity meet. The University also adheres to and implements statutory and sector-wide best practice policies, including the Athena Swan Ireland Charter

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<sup>1</sup> <https://hea.ie/assets/uploads/2018/12/HEA-Progress-Review-NAP-2021.pdf> (last accessed 25 May 2021)

Principles<sup>2</sup>, the recommendations of the Higher Education Authority on Gender Equality<sup>3</sup> and the Framework for Consent in Higher Education Institutions<sup>4</sup> and the Public Sector Equality and Human Rights Duty<sup>5</sup>.

NOTE: This statement will be reviewed in advance of the review date i.e. 6 September 2026, and/or as soon as possible following new or updated legislation, national or sectoral policy.

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<sup>2</sup> Athena Swan Ireland | Advance HE ([advance-he.ac.uk](https://advance-he.ac.uk))

<sup>3</sup> Centre of Excellence for Equality, Diversity and Inclusion | Policy | Higher Education Authority ([hea.ie](https://hea.ie))

<sup>4</sup> [gov.ie](https://www.gov.ie) - Framework for Consent in Higher Education Institutions: Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education Institutions ([www.gov.ie](https://www.gov.ie)) (last accessed 25 May 2021)

<sup>5</sup> <https://www.ihrec.ie/our-work/public-sector-duty/> (last accessed 25 May 2021)