Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University

**Equality,
Diversity
and Inclusion**

Action Plan 2025 - 2028

A Vision for Equality, Diversity and Inclusion at ATU

> **Our vision is to provide a safe, respectful, and inclusive environment for students, staff, and the wider ATU community, while contributing to the development of graduates who are well-rounded, responsible global citizens.**

Through the Public Sector Equality and Human Rights Duty, ATU has a responsibility to protect and uphold equality and human rights, recognising that promoting equality of opportunity and respect for diversity is central to good governance.

ATU is dedicated to creating an environment and culture in which all students, staff, and others are treated with dignity and respect, and to ensuring equality is embedded across all aspects of the University's activities.

ATU is committed to creating conditions whereby students, staff and all others associated with the University are treated equitably and inclusively regardless of age, gender, disability, sexual orientation, race, ethnic origin, membership of the Traveller community, religious beliefs, civil partnership status, family status or socioeconomic status. Oversight and coordination of equality, diversity and inclusion efforts are provided.

ATU is also committed to maintaining an environment of dignity and respect where all staff and students are able to harness and develop to their full potential. The Equality, Diversity and Inclusion (EDI) team support ATU in fulfilling its human rights and equality obligations and in advancing the EDI values and actions set out in the university's Strategic Plan and Performance Agreement with the HEA.

Our Purpose as the ATU Equality, Diversity & Inclusion Team

- We will support the university in delivering on its human rights and equality obligations and the EDI values and actions in the ATU Strategic Plan
- We will advocate to ensure that EDI is mainstreamed by design into the structures and activities of the University
- As agents of change, we will take an intersectional approach to promote increased awareness and understanding of human rights and equality related issues
- We will work collaboratively with key functions within the University to develop and implement evidence-based policies and procedures that support and embed equality diversity and inclusion in the University
- We will facilitate, support and empower staff and students to develop and implement EDI initiatives and activities which promote a safe and inclusive culture in ATU

- Supporting the Teaching and Learning Centre, we will promote an inclusive approach to the curriculum in terms of design, content and pedagogy

This action plan uses the KPIs set out in the Performance Agreement 2024–2028 between the HEA and Atlantic Technological University.

Key Equality, Diversity & Inclusion Strategic Priorities

Priority 1

Alignment with national human rights and equality obligations, and sectoral priorities as set out by the HEA.

Priority 2

Integration of EDI principles and capacity building

Priority 3

Supporting EDI-related data capture and analysis

ATU's Equality, Diversity & Inclusion Team

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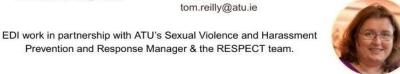EDI Lead, Sligo
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EDI work in partnership with ATU's Sexual Violence and Harassment Prevention and Response Manager & the RESPECT team.

Priority 1: Alignment with Key National/Sectoral EDI Priorities

Alignment to ATU Strategic Plan:

- **Values: Respect, Inclusion, Trust**
- **Guiding Lights:**
    - **Transformed Organisation: EDI, Health & Well-being**
    - **Enabling Education: Future Curriculum**

Alignment to Performance Agreement Objectives: PO3.1, 3.2, & 3.5, PO5.1, 5.2, 5.3, 5.5, 5.6, 5.7

Goal	Objectives	Timeframe
1. ATU has an over-arching EDI policy and a suite of underpinning policies and procedures to promote a safe and inclusive environment for all in the ATU community. (PO5.5, PO5.6 & PO5.7)	**1.1** To implement and keep under review EDI related policies, develop and deliver a programme of associated training	Q3 2025 and then ongoing
	1.2 To help identify underpinning policies and procedures and support the development and implementation for these.	Q3 2025 (annually thereafter)
2. ATU is recognised as a university where people of all genders enjoy the same opportunities and rights. (PO5.1 & PO5.2)	**2.1** To support the Steering Group in driving the implementation of ATU's Gender Equality Action Plan	Q3 2025 (bi-annually thereafter)
	2.2 To obtain Institutional Athena Swan bronze recognition for our work in addressing gender equality	Q4 2025
	2.3 To achieve a minimum of 2 departmental/school Athena Swan awards	AY 2027/28
3. ATU will implement an accessible and robust policy, procedures, and action plan (including an education and development plan) to enable prevention of, and response	**3.1** To work with Registrar and CAO, VPs for ST&L, HR, SVHPR Manager and others to implement and keep under review ATU policy and procedures for the prevention of gender-based violence.	Q4 2025 and then ongoing

to, gender-based violence in all its forms, thereby striving to create and maintain a university environment that is safe, respectful, supportive, and responsive. (PO5.5, PO5.6 & PO5.7)	**3.2** Implement ATU staff procedure for the reporting and management of gender-based violence complaints	Q1 2026
	3.3 Implement ATU student procedure for the reporting and management of gender-based violence complaints	Q1 2026
	3.4 Develop a programme of work for ending gender-based violence (2025-2028)	Q4 2025 (annually thereafter)
	3.5 Develop monitoring and reporting mechanisms	Q4 2025 (annually thereafter)
	3.6 Develop and implement plan for awareness activities, initiatives, and training programmes for staff and students	Q4 2025 (annually thereafter)
4. ATU will foster a proactive antiracist university culture and address historic, structural, institutional and individual barriers to race equality through implementation of the Race Equality Action Plan, delivering on the HEA antiracism principles and ATU's Performance Agreement commitments, and advancing the university's compliance with its PSD Section 42(2) obligations. (PO5.3)	**4.1** Continue to support ATU's Race Equality Network	Q3 2025 and then ongoing
	4.2 Support the work of the Race Equality Working Group (REWG) in its development and institutional consultation of a Race Equality Action Plan	Q4 2025
	4.3 Support the REWG in developing and rolling out a race equality awareness campaign across all ATU campuses.	Q4 2025 and then ongoing
	4.4 Work with Students Unions, Societies and relevant university functions to support the implementation or roll out of race equality initiatives set out in the final REAP	Q4 2025 and then ongoing

	4.5 To work with relevant university functions to support the successful implementation of the university's race equality staff training targets as set out in ATU's Performance Agreement 2024-28.	Q4 2025 and ongoing
5. Support the ALTITUDE Implementation Group to implement Universal Design and accessibility policies and practices and strive to ensure services, information provision, buildings, teaching and learning and visitor experience are accessible and inclusive for all regardless of age, size or ability. (PO3.1, 3.2 & 3.5)	**5.1** To support VP for Students, Teaching & Learning, Estates, HR and others in obtaining approval of ATU Universal Design and Accessibility Policy	TBC
	5.2 To contribute to the ALTITUDE Implementation Group which will approve and implement the ATU Universal Design and Accessibility Action Plan	TBC

Priority 2: Facilitating integration and capacity building

Alignment to ATU Strategic Plan:
- **Values: respect, Inclusion, Trust**
- **Guiding Lights:**
    - **Transformed Organisation: EDI, Health & Well-being**
    - **Enabling Education: Learning Environments; Global Engagement and Cultural Diversity**

Alignment to Performance Agreement Objectives: PO5.1, 5.2, 5.3, 5.5, 5.6, 5.7

Goal	Objectives	Timeframe
6. Integration of EDI across ATU to create an inclusive environment by enabling and supporting practical expressions of diversity and equality in all areas of university life.	**6.1** To collaborate with relevant functions such as ATU Library, Health & Wellbeing, Pastoral Care and SUs to support and deliver initiatives, actions and events relevant to the expression of shared EDI principles	Ongoing

	6.2 To continue to support, and where practicable, resource projects and/or programmes that advance and/or align with the university's equality and human rights and/or teams EDI objectives and ambitions	Ongoing
7. ATU will offer relevant training to staff and students that pertains to equality, diversity and inclusion.	**7.1** To collaborate with Staff Development to assess EDI training needs and create an annual plan	Annually
	7.2 To evaluate the effectiveness of the Aurora programme	Q4 2025
	7.3 To deliver training on EDI principles in the curriculum to academics	Q3 2025 (annually, thereafter)
	7.4 To secure support for an Inclusive Leadership programme and work with Staff Development to promote the programme	Q4 2025
8. Deliver and support colleagues with events held for the purpose of creating an inclusive community and to deepen understanding of the cultural diversity of wider society.	**8.1** To support colleagues and external individuals/groups delivery of initiatives and events aligned to ATU's EDI principles.	Ongoing
	8.2 To collaborate with ATU Library and other relevant functions on initiatives that raise awareness among staff and the student body of domestic and international human rights and equality frameworks, Equality, Diversity & Inclusion policy and practice, and the Sustainable Development Goals.	Ongoing
9. Sustain an effective EDI Champions Network across all ATU campuses.	**9.1** To sustain EDI Champions Network across all nine campuses representative of the university community committed to the informal delivery of the equality and human rights obligations, principles and ambition of ATU.	Q1 2026 and then ongoing

10. ATU will support the mainstreaming of equality objectives by resourcing targeted initiatives through the EDI Activity Support Fund	**10.1** Evaluate effectiveness of projects funded under the pilot EDI Activity Support Fund	Q3 2025 (annually thereafter)
	10.2 Review and revise as necessary the Fund guidelines, documentation and budget.	Q3 2025 (annually thereafter)
	10.3 Identify annual priorities/themes for Fund applicants and disseminate call for applications.	Q2 2025 (annually thereafter)

Priority 3: Using EDI -related data analyse to support delivery of EDI objectives and institutional and national reporting

Alignment to ATU Strategic Plan:
    ▪ **Values: respect, Inclusion, Trust**
    ▪ **Guiding Lights:**
        ▪ **Transformed Organisation: Unified Structures, EDI, Health & Well-being**
        ▪ **Sustainability for the Future: Governance and Accountability**
Alignment to Performance Agreement Objectives: PO5.2, 5.4

Goal	Objectives	Timeframe
11. ATU will have a clear understanding of the composition of the staff populations, disaggregated by the protected characteristics, and will be able to develop evidence-based initiatives to address any issues of under-representation	**11.1** To work with HR on the analysis of the staff profile on an annual basis and take action to address any identified issues	Q3 2025 (annually thereafter)
12. ATU will have a clear understanding of any gender pay issues across the university and will take steps address gaps where they exist	**12.1** To support the production and publishing of an annual Gender Pay Gap Report which explains the reasons for any pay gaps, identifies actions to reduce gaps and tracks progress.	December 2025 (annually thereafter)
13. ATU will collect and analyse EDI and accessibility related student data with a view to optimising the University experience of all students.	**13.1** To analyse the student profile on an annual basis and take action to address any identified issues	Annually – based upon HEA data returns date each year

14. ATU will have regard to the need to eliminate discrimination, promote equality, and protect human rights for all members of the University community and, to this end, will undertake an assessment of the human rights and equality issues (facing the groups identified for the purpose of the Duty), identify and/or propose actions/steps to address these issues, and report on progress in the implementation of ATU's public sector duty annually.	**14.1** To contribute to the EDI aspects of the ATU Annual Report.	Annually
	14.2 Arrange training for the Governing Body, the Equality, Diversity and Inclusion Sub-Committee (EDISC), the University Planning Team (UPT), and the EDI Steering Group on their responsibilities in delivering the Public Sector Equality and Human Rights Duty across all levels of the University.	Q4 2025
	14.3 Engage with relevant governance structures to identify and agree a single institutional mechanism, supported by appropriate resources, to undertake an assessment to identify and address key equality and human rights issues for staff and students, and to approve ATU's Equality & Human Rights Values Statement.	Q1 2026
	14.4 Establish an institutional mechanism to assess key equality and human rights issues and agree responsive actions, recognising ongoing related work already taking place across ATU	Q4 2026
	14.5 Publish the assessment and agreed actions on the ATU website	Q1 2027
	14.6 Collate necessary information in relation to implementation of the Duty and the progress made in addressing the issues identified in the equality & human rights assessment (*noting this is not an exhaustive list of every action or initiative rather will focus on how ATU has implemented the issues*	Q3 2027

	identified by the assessment steps taken to address those issues) to be set out in in accessible format in ATU's 2026 annual report	
	14.7 To include actions, plan and policies put in place to address equality and human rights issues to set out in an accessible format, in ATUs Strategic Plan 2029-2034	Q4 2028