

# Na Píobairí Uilleann

## Equality, Diversity and Inclusion Policy



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## Document Control

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### Change Record

Date	Author	Version	Change Reference
7-June - 2014	Gerry Lyons	1.0	No previous document
20-July- 2022	Daniela Ferretti	1.1	Update with new legislation: Employment Equality Acts 1998-2015 and the Equal status act,m2000-2018 and reviewed the use of pronouns
23- August- 2024	Daniela Ferretti	1.2	Updated with new title and general revision with updated fonts

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Name	Position
Daniela Ferretti	Administrator
Gay McKeon	CEO

### Reviewers

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### Distribution

Copy No.	Name	Location

## Equality, Diversity and Inclusion Policy (EDI)

Na Píobairí Uilleann (NPU) is committed to equality of opportunity in all its employment practices, policies and procedures irrespective of gender, marital status, family status, age disability, sexual orientation, race, religion, and membership of the Traveller community.

NPU is committed to the development, maintenance and support of a policy of equal opportunity for staff and prospective staff.

NPU has and will continue to develop policies, procedures and practices that comply with the Employment Equality Acts 1998-2015 and the Equal Status Acts 2000-2018.

The objectives of the policy are as follows:

- To ensure that all applicants for employment are treated fairly on the basis of their merits, abilities, qualifications and suitability for appointment and that appointment procedures do not discriminate on the basis of criteria that cannot be justified by the demands of the post.
- To ensure that all employees of Na Píobairí Uilleann are trained, appraised, given access to relevant work experience, promoted and otherwise treated on the basis of their relevant merits, qualifications, abilities and experience.
- To promote a harmonious working environment for employees based on mutual respect within which they are encouraged to develop their full potential in the interests of the individual and the employer.

Discrimination of any person is prohibited. Discrimination is defined as “treating a person less favourably than another is, has been or would be treated”. Discrimination can arise when a job applicant, employee, delivery person or community member is put in a situation solely because of one or more of the above factors.

Discrimination can be Direct and indirect

**Direct discrimination** is when a worker is treated less well than another worker in the same situation or circumstances under any of the nine grounds covered in the Acts.

Direct discrimination can also be, for example, an order given by a manager to a worker to discriminate against another worker.

**Indirect discrimination** happens where a worker or group of workers or job applicants are treated less favourably as a result of requirements that they might find hard to satisfy.

### *Example of Indirect Discrimination*

If a job advertisement states that applicants have to be of a certain minimum height, this may put women at a particular disadvantage. The rationale for this requirement has to be objectively justified. The Acts

require the employer to prove that the requirement is also necessary for the job in question, in order not to be discriminatory.

NPU aims to make sure suitable facilities and accommodations are available for people with disabilities in relation to access to employment, advancing in employment and taking part in training. We do this by ensuring a fair hiring process, offering training courses as required and improving facilities where possible.

NPU takes positive action to ensure everyone gets full equality across the nine grounds of discrimination. For example, in relation to the gender ground, people over 50, people with disabilities and members of the Traveller community NPU makes sure to be inclusive and aware and proactive and always strive for a balanced representation of the various groups in all of its activities.

NPU provides equal pay for *like work*. *Like work* is defined as work that is the same, similar or work of equal value. Npu also regularly reviews salaries based purely on the value of the work.

NPU has a zero tolerance approach to harassment, sexual harassment and bullying.

NPU protects the following categories of workers: part-time employees, fixed term employees, agency workers and young people by adhering to the following:

- the Protection of Employees (Part-Time Work) Act 2001 prevents discrimination against part-timeworkers.
- the Protection of Employees (Fixed Term Work) Act 2003 protects fixed-term employees by ensuring that they cannot be treated less favourably than comparable permanent workers and that employers cannot continually renew fixed term
- the Protection of Employment (Temporary Agency Work) Act 2012 protects temporary agency workers by requiring that they are treated equally (as if they had been directly recruited by the hirer) in respect of the duration of working time, rest periods, night work, annual leave, public holidays and pay,
- the employment (Miscellaneous Provision) Act 2018 bans zero-hour contracts in most situations and provides for minimum payments and banded hours,
- the Protection of Young Persons (Employment) Act 1996 regulates the employment and working conditions of children and young people
- the Protected Disclosures Act 2014 protects employees from penalisation if they make a disclosure about wrongdoing in the workplace. NPU has a Whistleblowing Policy in place to ensure and all employees are made aware of it during their induction.
- The Equal Status Acts 2000-2018 ('the Acts') prohibits discrimination in the provision of goods and services, accommodation and education.

NPU has records and monitors complaints relating to discrimination, inappropriate behaviour, bullying, harassment and sexual harassment against the 9 grounds of discrimination to identify and address any unfavourable trends. Every staff member is trained and informed on how to monitor for complaints relating to discrimination during their induction period.