

Na Píobairí Uilleann

Equality, Diversity and Inclusion Policy



Author: Daniela Ferretti

Creation Date: 7th June 2014

Last Updated: 24th July 2026

Version: 2.0

Approved by Board: July 2026

Next Review Date: July 2027

Document Control

Change Record

Date	Author	Version	Change Reference
7-June-2014	Gerry Lyons	1.0	No previous document
20-July-2022	Daniela Ferretti	1.1	Updated legislation; pronouns reviewed
23-August-2024	Daniela Ferretti	1.2	Updated title and fonts

24-July-2026	Daniela Ferretti	2.0	Annual review: new sections on Safe to Create, gender identity, neurodiversity, Traveller and Roma community; updated legislation including Work Life Balance Act 2023 and Protected Disclosures (Amendment) Act 2022
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Reviewers

Name	Position
Daniela Ferretti	Administrator
Gay McKeon	CEO

Distribution

Copy No.	Name	Location

Equality, Diversity and Inclusion Policy (EDI)

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

NPU is committed to the development, maintenance and support of a policy of equal opportunity for staff, prospective staff, artists, volunteers and all individuals who engage with our programmes and services.

NPU has and will continue to develop policies, procedures and practices that comply with the Employment Equality Acts 1998-2015, the Equal Status Acts 2000-2018, the Work Life Balance and Miscellaneous Provisions Act 2023, the Protected Disclosures (Amendment) Act 2022, the Gender Pay Gap Information Act 2021 and all other relevant legislation.

Objectives

The objectives of this 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 Piobaire 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 based on mutual respect, within which all are encouraged to develop their full potential.
- To ensure that all artists, audiences, members and volunteers who engage with NPU programmes and services are treated with dignity, respect and fairness.
- To ensure that NPU programmes and activities reflect and celebrate the diversity of the communities we serve.

Discrimination

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, artist, volunteer or community member is treated less favourably solely because of one or more of the grounds protected under the Acts.

Direct discrimination occurs when a person is treated less favourably than another in the same or similar circumstances, on any of the nine grounds covered in the Acts. Direct discrimination can also take the form of an instruction to another person to discriminate.

Indirect discrimination occurs where a requirement or practice, while appearing neutral, puts a person or group at a particular disadvantage by reference to a protected ground, and that requirement cannot be objectively justified.

Example: If a job advertisement states that applicants must be of a minimum height, this may place women at a particular disadvantage. The employer must demonstrate that the requirement is objectively justified and necessary for the role.

The Nine Grounds

The Employment Equality Acts and Equal Status Acts protect against discrimination on the following nine grounds:

- Gender
- Civil status
- Family status
- Age
- Disability
- Sexual orientation
- Race
- Religion
- Membership of the Traveller community

NPU acknowledges that these protected grounds do not represent the full scope of human diversity. We are committed to going beyond legal compliance and to actively fostering an environment of inclusion and belonging for all.

Gender Identity and Expression

NPU is committed to creating a welcoming and respectful environment for people of all gender identities and expressions, including transgender, non-binary and gender non-conforming individuals. We will use preferred names and pronouns, and will take reasonable steps to accommodate the needs of transgender and non-binary employees, artists and volunteers. Misgendering or deliberate refusal to use a stated pronoun will be treated as a form of harassment.

Neurodiversity

NPU recognises and values the strengths that neurodivergent individuals - including those with autism, ADHD, dyslexia, dyspraxia and related conditions - bring to our organisation and programmes. We are committed to making reasonable accommodations to support neurodivergent employees, artists and participants, and to fostering a culture of understanding and inclusion.

Traveller and Roma Community

NPU recognises that members of the Irish Traveller community and the Roma community face particular barriers to participation in cultural life. We are committed to actively addressing these barriers through outreach, accessible programming and collaboration with organisations that represent and support these communities. NPU's Traveller outreach programme, developed in partnership with Pavee Point, is one expression of this commitment.

Access and Disability

NPU is committed to ensuring suitable facilities and reasonable accommodations are available for people with disabilities in relation to access to employment, advancement in employment and participation in training and programming. We consult with disabled employees, artists and participants about their needs and take reasonable steps to meet them.

The Sound of Ireland Experience will incorporate full physical accessibility in its design, and NPU is committed to ensuring that our digital and online content is as accessible as possible.

Positive Action

NPU takes positive action to ensure full equality across all nine grounds and beyond. In relation to gender, age (particularly people over 50), disability, the Traveller and Roma communities, and underrepresented cultural backgrounds, NPU actively seeks to ensure inclusive and balanced representation in all its activities, programmes, staffing and governance.

Arts Practice - Safe to Create

NPU is committed to the principles of Safe to Create, the arts sector shared commitment to dignity, respect and safety in the creative workplace. All artists, tutors, volunteers and staff engaging with NPU are expected to treat others with respect and professionalism. NPU will act promptly on any concerns raised in relation to dignity, harassment or inappropriate behaviour in a creative context.

We recognise that the traditional arts can be a space of particular cultural specificity, and we are committed to welcoming new voices, styles and perspectives while maintaining respect for the depth and integrity of the tradition.

Equal Pay

NPU provides equal pay for like work. Like work is defined as work that is the same, similar or of equal value. NPU regularly reviews salaries based on the value of the work performed and is committed to complying with its obligations under the Gender Pay Gap Information Act 2021.

Zero Tolerance of Harassment and Bullying

NPU has a zero tolerance approach to harassment, sexual harassment and bullying. Any complaint will be taken seriously, investigated promptly and dealt with in accordance with NPU's Dignity and Respect at Work Policy.

Protection of Specific Categories of Workers

NPU protects the following categories of workers by adhering to all relevant legislation:

- Part-time employees - Protection of Employees (Part-Time Work) Act 2001
- Fixed-term employees - Protection of Employees (Fixed-Term Work) Act 2003
- Temporary agency workers - Protection of Employment (Temporary Agency Work) Act 2012
- Employees on zero-hours or banded hours - Employment (Miscellaneous Provisions) Act 2018
- Children and young people - Protection of Young Persons (Employment) Act 1996
- Whistleblowers - Protected Disclosures Act 2014 as amended by the Protected Disclosures (Amendment) Act 2022. NPU has a Whistleblowing Policy in place and all employees are informed of it during induction.

- Work-life balance - Work Life Balance and Miscellaneous Provisions Act 2023, which provides for the right to request flexible and remote working arrangements.

Equal Status

The Equal Status Acts 2000-2018 prohibit discrimination in the provision of goods and services, accommodation and education. NPU is committed to ensuring that all its public activities, services and programmes are delivered in a non-discriminatory manner.

Monitoring and Review

NPU records and monitors complaints relating to discrimination, inappropriate behaviour, bullying, harassment and sexual harassment across the nine grounds of discrimination, to identify and address any unfavourable trends. Every staff member is trained and informed on how to recognise and respond to complaints during their induction period.

This policy is reviewed annually by the CEO and Administrator and presented to the Board of Directors for approval. The policy, together with the EDI Action Plan, is published on the NPU website at:
<https://pipers.ie/app/uploads/2025/08/NPU-Equality-Diversity-and-Inclusion-Policy.pdf>