

## Equality, Diversity & Inclusion Policy

### Introduction

At NIPC, we want everyone to feel welcome and respected. We're committed to treating people fairly, providing equal opportunities, and supporting a culture where inclusion is part of how we work. We follow Irish equality legislation, including the Employment Equality Acts 1998–2004, the Equal Status Act 2000, and the Irish Human Rights and Equality Act 2014. This policy also supports the values set out in the EU Charter of Fundamental Rights and the European Pillar of Social Rights.

### Leadership & Accountability

The NIPC Senior Management Team has overall responsibility for ensuring this policy is implemented effectively. All employees, especially those in leadership or supervisory roles, have a shared responsibility to uphold these principles in their daily work.

### Purpose

This policy aims to:

- Promote inclusivity across all areas of our work, ensuring NIPC is accessible, representative, and welcoming to everyone.
- Provide equality, fairness, and respect to all in our employment, regardless of whether roles are temporary, part-time, or full-time.
- Ensure we do not unlawfully discriminate on the basis of any protected characteristic: age, disability, gender reassignment, marital or civil status, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, or sexual orientation.
- Oppose and actively prevent all forms of unlawful discrimination affecting NIPC employees—this includes recruitment, pay, conditions, grievance and disciplinary processes, training, and career development.
- Promote equality and inclusivity in our interactions with members, service users, and partners, including access to membership, mentoring, support, and learning opportunities.

### Definitions

While closely linked, inclusion and diversity are distinct concepts, and NIPC recognises the importance of addressing both.

**Inclusion** means valuing people's differences and fostering an environment where everyone feels they belong, their voice matters, and they can thrive—regardless of background, identity, or circumstances.

**Diversity** recognises that embracing a wide range of experiences and perspectives strengthens our decision-making, service delivery, and organisational culture. We take into account the principle of intersectionality—acknowledging that individuals can experience multiple overlapping identities that influence their lived experience.

We value both visible and non-visible differences, including background, personality, language, work style, and beliefs. We understand that a one-size-fits-all approach does not deliver fairness for all, and we are committed to fairness through inclusive, flexible approaches.

Discrimination can:

- Undermine wellbeing and performance at work.
- Limit employment and progression opportunities.
- Overlook valuable skills and experience.
- Lead to legal claims and reputational damage.

## **NIPC Commitments**

### **Employment**

NIPC believes that embracing diversity and inclusion leads to better workplaces and stronger outcomes. We aim for a workforce that reflects the communities we serve and where all staff feel respected and supported to give their best.

We will:

- Ensure equality of opportunity in all recruitment and employment practices.
- Maintain a work environment that is free from bullying, harassment, victimisation, and unlawful discrimination.
- Respect and value the unique contributions of each employee.
- Address complaints seriously and promptly.
- Promote equality in professional development, progression, and training.
- Continually review our policies and practices to ensure fairness and compliance with evolving legislation and good practice.

### **Responsibility**

Everyone has a part to play in making NIPC an inclusive place to work and engage with. Our senior management team takes overall responsibility for this policy, but all staff have a role in putting it into practice.

### **Data and Monitoring**

We may collect anonymised data (in line with data protection rules) to help us understand who we're reaching and how we can do better. This helps us improve fairness and address any barriers.

### **Speaking Up**

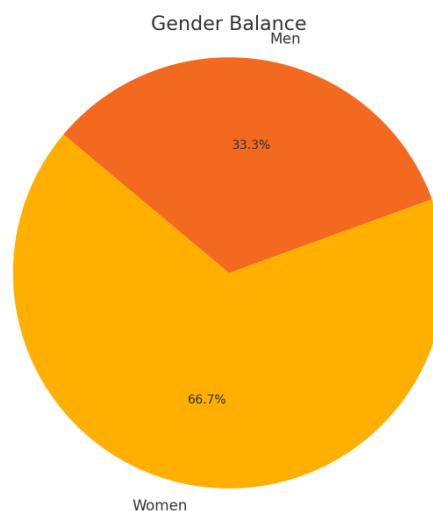
We encourage staff to speak up if they see or experience unfair treatment. Concerns can be raised through our grievance procedures and will be treated confidentially and with respect.

## Training and Awareness

We offer ongoing training and awareness sessions on gender equality and unconscious bias, so everyone understands their role in creating an inclusive workplace.

## Gender Balance

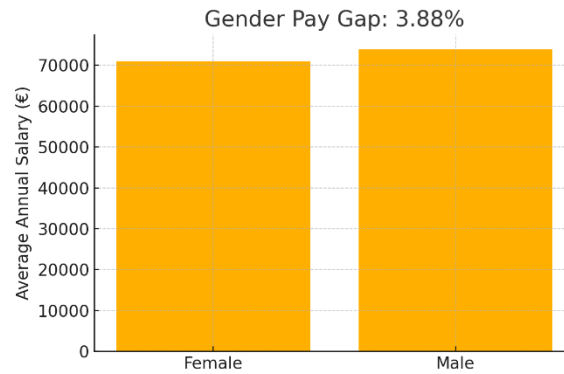
As of **1<sup>st</sup> of February, 2025** our organisation comprises 12 team members, with **66.7% identifying as women** and **33.3% as men**. This reflects a strong female representation within our team. We are committed to maintaining a fair and inclusive workplace where all individuals have equal opportunities to thrive, regardless of gender. We will continue to monitor gender balance across all levels of the organisation to ensure our policies support diversity, equity, and inclusion. This statistic is updated whenever we recruit a new team member.



## Pay Equality

We are committed to fairness and transparency, and part of that means regularly reviewing pay across our team. Our most recent figures show that the average salary for women in our organisation is €70,942.51, and the average for men is €73,807.75. That means we currently have a gender pay gap of 3.88%, with women earning slightly less than men on average.

As a small team, we know that this gap can be influenced by differences in roles and responsibilities. That said, we're aware of it and will continue to keep it under review. Our goal is to make sure that everyone is paid fairly for the work they do and that our approach to pay is open, balanced, and based on experience and contribution, not gender.



### Dedicated Resources

Equality and inclusion are led by our senior management team, with support from our Programme Manager. Time and resources are set aside as needed to support this work.

### Review

This policy is reviewed annually to ensure it remains current, effective, and in line with legal obligations and best practice. This policy is approved by our CEO and Chair and is reviewed every year. It's published on our website so that our commitment to equality is clear and visible to all. An equality impact assessment is undertaken for any major changes to policy, programmes, or decision-making processes.

### Authorised by:

Dr Sandra Ganly, Chief Executive Officer

Mark Gantly, Chairman

### Reviewed by:

Updated:

Steph Freaney, Programme Manager

14 November 2024

Review due by:

14 November 2025

Updated Gender Statistics:

When team changes - 1 February 2025