

*(Policy & Procedure for Validation of all Programmes at Level 6-10 NFQ)*

**NEW TAUGHT PROGRAMME EVALUATION PANEL REPORT**

**1. GENERAL INFORMATION**

- 1.1 Provider:** Institute of Technology Carlow
- 1.2 Dates of Evaluation:** **Stage 1:**  
Preliminary Evaluation – October & November 2021
- Stage 2:**  
New Programme Evaluation Panel Meetings *via* MS Teams,  
Thursday 2 December 2021
- 1.3 Overview:** The aim of this programme is to provide a Level 8 major award in Equality, Diversity and Inclusion, to meet an industry need. Learners will acquire the knowledge, attributes and skills required to manage equality, diversity and inclusion requirements in their respective organisations.
- This is a skills-focussed programme, designed to meet priority skills needs, and as such reflects Institute of Technology Carlow's commitment to developing Human Capital in the Southeast region and beyond.

## 1.4 Principal Programme:

Type of Award	Level	Proposed Programme Title Evaluated	Total Credits	Proposed Embedded Exit Award Evaluated	Exit Credits
Major	8	Higher Diploma in Business in Equality, Diversity and Inclusion	60	Certificate in EDI Origins and Context	10
				Certificate in Legal Framework and EDI	10
				Certificate in EDI Policy Development, Implementation and Evaluation	10
				Certificate in EDI Management and Leadership	10
				Certificate in Innovation and EDI	10
				Certificate in Strategic HRM and EDI	10
Number of Annual Intakes:		1 or as required			
Duration:		1 year			
Target Learner Groups:		Managers, leaders, CEOs, consultants, and other executives from both within the Insurance and Financial services sectors or those wishing to enter these sectors as well as other adjacent sectors.			
Enrolment Date:		January 2022			
Expected Number of Learners per Intake:		25 per intake			
Approved Countries for Provision:		Ireland			
ISCED:		0223			
Akari Programme ID:		1611			

## 1.5 Associated Programmes:

Type of Award	Level	Proposed Programme Title Evaluated	Total Credits	Proposed Embedded Exit Award Evaluated	Exit Credits
Minor	8	Certificate in EDI Origins and Context	10		
Minor	8	Certificate in Legal Framework and EDI	10		
Minor	8	Certificate in EDI Policy Development, Implementation and Evaluation	10		
Minor	8	Certificate in EDI Management and Leadership	10		
Minor	8	Certificate in Innovation and EDI	10		
Minor	8	Certificate in Strategic HRM and EDI	10		

## 1.6 Evaluation Panel Membership:

Position on Panel	Title	Firstname	Surname	Position	College / Company
Chairperson	Dr	Terry	Twomey	TU Project Director	Technological University of the Shannon: Midlands Midwest Campus
Secretary	Dr	Fintan	Bracken	Director of the Office for Institutional Planning and Research	Institute of Technology Carlow
Academic Representative	Mr	Tony	McMahon	Associate Director of HR and EDI	Irish Universities Association
Academic Representative	Dr	Damien	Roche	Head of School of Business & Humanities	TU Dublin, Tallaght Campus
Academic Representative	Dr	Pat	O'Connor	Head of School of Humanities	TU Dublin, Blanchardstown Campus
Industry Representative	Ms	Colette	Walsh	Assistant National Director, Human Resources	National Ambulance Service, HSE
Industry Representative	Ms	Sinead	Heneghan	CEO	Irish Institute of Training & Development (IITD)
Programme Development	Ms	Dolores	McCann	Office of Vice President for Academic Affairs & Registrar	Institute of Technology Carlow

## 1.7 Staff Attendance Register at Stage 2 Evaluation on 2 December 2021:

### Session A:

- Dr Patricia Mulcahy President
- David Denieffe, Vice President for Academic Affairs & Registrar
- Dr Joseph Collins, Head of Faculty of Lifelong Learning
- Lindsay Malone, Deputy Head of Faculty of Lifelong Learning
- Eoin O'Brien, Lifelong Learning Manager

### Session B:

- Aidan Mahon INC Manager - co-author of the Master of Business in Executive Leadership, Coaching & Transformation
- Damian Rossiter CIRDAS Manager - co-author of the Master of Business in Executive Leadership, Coaching & Transformation
- Carmel O'Neill Associate Lecturer with IT Carlow – co-author of the Master of Business in Executive Leadership, Coaching & Transformation (Coaching)
- Lindsay Malone Deputy Head of Lifelong Learning – co-author of the Master of Business in Executive Leadership, Coaching & Transformation
- Catriona Murphy Cluster Manager Ireland South East Financial Services
- Dr Susan Flynn Associate Lecturer with IT Carlow  
Author of the Higher Diploma in EDI Programme
- Antonia Brocklebank Associate Lecturer with IT Carlow – co-author of the Certificate in Developing Resilience in Social Care Practice  
Certificate in Promoting Service User Harm Reduction and Welfare and Interventions in Social Care Practice
- Marian Dowd Barnardos Coordinator - co-author of the Certificate in Understanding and Responding to Domestic and Gender Based Violence and Abuse
- Hazel Graham Principal Social Worker – co-author of the Certificate in Understanding and Responding to Domestic and Gender Based Violence and Abuse
- Mary Ronayne CYPSC Coordinator - co-author of the Certificate in Understanding and Responding to Domestic and Gender Based Violence and Abuse
- Sandra Collins Senior CFSN coordinator Carlow – co-author of Certificate in Applied Family Support
- Dr Joseph Collins Head of Faculty, Lifelong Learning
- Lindsay Malone Deputy Head of Faculty, Lifelong Learning
- Eoin O'Brien Lifelong Learning Manager

## 1.8 Stage 2 Agenda:

<b>Master of Business in Executive Leadership, Coaching and Transformation &amp; Associated Awards</b>	
<ul style="list-style-type: none"> <li>○ <i>Postgraduate Diploma in Business in Executive Leadership, Coaching</i></li> <li>○ <i>Certificate in Executive Coaching</i></li> <li>○ <i>Certificate in Advanced Strategic Management</i></li> <li>○ <i>Certificate in Global Business Leadership and Ethics</i></li> <li>○ <i>Certificate in Marketing Communication in a Digital Era</i></li> <li>○ <i>Certificate in Data Analytics and Customer Insight</i></li> <li>○ <i>Certificate in Entrepreneurship and Innovation Management</i></li> <li>○ <i>Certificate in Sustainable Design Innovation</i></li> </ul>	
<b>Higher Diploma in Business in Equality, Diversity and Inclusion &amp; Associated Awards</b>	
<ul style="list-style-type: none"> <li>○ <i>Certificate in EDI Origins and Context</i></li> <li>○ <i>Certificate in Legal Framework and EDI</i></li> <li>○ <i>Certificate in EDI Policy Development, Implementation and Evaluation</i></li> <li>○ <i>Certificate in EDI Management Theory and Leadership</i></li> <li>○ <i>Certificate in Innovation and EDI</i></li> <li>○ <i>Certificate in Strategic HRM and EDI</i></li> </ul>	
<b>Certificate in Developing Resilience in Social Care Practice</b>	
<b>Certificate in Promoting Service User Harm Reduction, Welfare &amp; Interventions in Social Care Practice</b>	
<b>Certificate in Understanding and Responding to Domestic and Gender Based Violence and Abuse</b>	
<b>Certificate in Applied Family Support</b>	

		<b>Time</b>
<b>Private Meeting of Panel Members</b> - <i>consideration of Stage 1 Preliminary Evaluation Panel Reports and Responses received; identification of outstanding issues, etc.</i>		9-9.45am
<b>Meetings with President, Vice President for Academic Affairs &amp; Registrar, Heads of Faculty/Campus/Department and Programme Development Team:</b>		
<u>PART A (Management Team):</u>		9.45-10.15am
i. Proposed new programmes and their context within the Institute's strategic planning		
ii. Rationale for the programmes		
<b>Rest Break</b>		10.15-10.30am
<u>PART B (Programme Development Team):</u>		10.30-12noon
i. Structure, aims and objectives		
ii. Entry requirements, access, transfer and progression		
iii. Programme curriculum, module content, learning outcomes		
iv. Teaching, learning and assessment methodologies.		
<b>Private Meeting of Panel Members</b> – <i>to articulate and agree Section 2.2 and Section 3 of the Evaluation Panel Report which includes commendations, conditions, recommendations, etc.</i>		12-1pm

*Please note that this is a **DRAFT Agenda** and may be subject to slight alteration.*

## **2. EVALUATION AGAINST THE VALIDATION CRITERIA**

### **2.1 Examination of the Programmes:**

**As a result of Covid-19, this is now a 2-stage remote evaluation process:**

**2.1 STAGE 1: Preliminary Evaluation of the Programmes by the Evaluation Panel (*via* email) including Response by Programme Development Team to Panel Comments before Stage 2 Panel Meeting**

**2.2 STAGE 2: Evaluation of Programmes at Virtual Evaluation Panel *via* MS Teams on Thursday 2 December 2021.**

## 2.1 STAGE 1: Preliminary Evaluation of the Programmes by the Evaluation Panel (*via email*) before Panel Meeting including Response by Programme Development Team to Panel Comments

	Examining Criteria	Panel Member Comment	Response by Programme Development Team	ACTIVE / CLOSED
2.1	Are the proposed programmes in line with the Institute's <i>Policy and Procedures for the Design, Development, Validation and Withdrawal of all Programmes at Award Levels 6-10 in the NFQ?</i>	1. Yes 2. Yes 3. Yes	The programme team would like to thank the panel for their consideration and feedback and we look forward to meeting with you on Thursday.	CLOSED
2.2	Has the programme team provided evidence to demonstrate interaction with relevant prospective employers in the development of these programmes?	1. Yes 2. Yes 3. Yes 4. 5.	Noted.	CLOSED
2.3	Has the programme team provided evidence to demonstrate demand from prospective learners to study on these programmes?	1. Yes, through CIRDAS, Insurance Ireland and Central Bank of Ireland collaboration. Masterclasses should be a good barometer of demand. 2. Evidence to support potential demand. 3. Yes 4. 5.	Noted.	CLOSED



2.4	Is the programme(s) concept, implementation strategy well informed and soundly based – considering social, cultural, educational, professional and employment objectives?	1. Yes 2. Yes 3. Yes 4. 5.	Noted.	CLOSED
2.5	Are the proposed programme titles fit for purpose? Do they reflect the intended programme learning outcomes and award level?	1. Yes 2. Yes 3. Yes 4. 5.	Noted.	CLOSED
2.6	Do the programmes meet the requirements set out in the relevant IT Carlow <i>Awards Standards</i> ?	1. 2. 3. 4. 5.		CLOSED
2.7	Are programme objectives and outcomes clear, transparent and appropriate with the awards being sought and detailed in the submission document?	1. Yes 2. Yes 3. Yes 4. 5.	Noted.	CLOSED
2.8	Are the rationale and requirements for the programmes, including the graduate attributes associated with the	1. Yes 2. Yes 3. Yes 4. 5.	Noted.	CLOSED

	programmes, clear, transparent and appropriate and detailed in the submission document?			
2.9	Are the access, transfer and progression arrangements clear, transparent and appropriate? Are they detailed in the submission document?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. Yes</li> <li>3. Yes</li> <li>4.</li> <li>5.</li> </ol>	Noted.	<b>CLOSED</b>
2.10	Are the criteria and procedures for recognition of prior learning (RPL) clear, transparent and appropriate in the submission document?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. Yes</li> <li>3. Yes</li> <li>4.</li> <li>5.</li> </ol>	Noted.	<b>CLOSED</b>
2.11	Is the curriculum content outlined in the submission document structured and fit for purpose?	<ol style="list-style-type: none"> <li>1. Yes. The Barnett and Coate model would seem particularly appropriate for the evolving field of EDI.</li> <li>2. Yes</li> <li>3. Yes</li> </ol>	Noted.	<b>CLOSED</b>
2.12	Comments on individual modules?	<ol style="list-style-type: none"> <li>1. Perhaps for the Legal Framework and EDI module, the team could give consideration to addressing also some of the 'secondary' legislation pertinent to EDI, e.g. Gender Recognition Act</li> </ol>	<ol style="list-style-type: none"> <li>1. The team will absolutely take this on board.</li> <li>2.</li> <li>3. The programme team have re-submitted the book of modules to Registry this afternoon.</li> </ol>	<b>CLOSED</b>

		<p>2015; Maternity/Paternity/Parents leaves legislation; Gender Pay Gap Information Act (pending) etc.</p> <p>2. Module content appropriate. Coverage of Strategic HRM may be limited within the time available.</p> <p>3. Could not access book of modules</p>		
2.13	Where it exists, are the practice placement / work based elements clear, transparent and appropriate for both the learner and the employer? Are they outlined in the submission document?	<p>1. N/A</p> <p>2. N/A</p> <p>3. N/A</p> <p>4.</p> <p>5.</p>	Noted.	<b>CLOSED</b>
2.14	Are the assessment strategies robust, reliable and valid and are they clearly documented in the submission?	<p>1. Yes, this is set out very clearly.</p> <p>2. Yes</p> <p>3. N/A</p> <p>2.</p> <p>3.</p> <p>4.</p> <p>5.</p>	Noted.	<b>CLOSED</b>
2.15	Are the teaching and learning strategies sound and programme specific?	<p>1. Yes</p> <p>2. Yes</p> <p>3. Yes</p> <p>4.</p> <p>5.</p>	Noted.	<b>CLOSED</b>

2.16	Are all ethical perspectives covered within all programme syllabi and is it clearly evidenced in the submission document?	1. Yes 2. Yes to extent one can be expected to address the complete ethical issues within this area. 3. Yes 4. 5.	Noted.	<b>CLOSED</b>
2.17	Is the teacher-learner dialogue process clear, transparent and appropriate in the submission document to ensure that learners will be well informed, guided and cared for?	1. Yes – the blended approach also, should suit the proposed student cohort. 2. Yes 3. Yes	Noted.	<b>CLOSED</b>
2.18	Where relevant, are special arrangements for joint/collaborative provision articulated in the submission document?	1. N/A 2. Yes 3. N/A 4. 5.	Noted.	<b>CLOSED</b>
2.19	Has the management of the programme being clearly detailed in the submission document to ensure it will be well managed and resourced and that any joint/collaborative provision has been taken into account?	1. Yes 2. Yes 3. Yes 4. 5.	Noted.	<b>CLOSED</b>

2.20	Any other comments?	1. 2. 3. 4. 5.		CLOSED
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## **2.2 STAGE 2: Evaluation of Programmes at Virtual Evaluation Panel via MS Teams on Thursday 2 December 2021**

The Panel met with Management and the Programme Team.

Following discussion, the Panel made commendations, conditions and recommendations, all of which are noted under Section 3 of this report.

**3. DECISIONS**      *(For the attention of Institute of Technology Carlow Academic Council)*

**3.1 Determination**

The evaluation panel recommend the validation of the following programmes, subject to the following listed under 3.2, 3.3, 3.4 and 3.5 below:

Award	Type	Level	Approved Programme Title	Total Credits	ISCED	AKARI Code	Duration	Embedded Exit Award (if relevant)	Exit Credits	Linked Parent Programme (if relevant)
Major	Higher Diploma	8	Higher Diploma in Business in Equality, Diversity and Inclusion	60	0223	1611	1 year	Certificate in Equality, Diversity and Inclusion Origins and Context	10	
								Certificate in Legal Framework and Equality, Diversity and Inclusion	10	
								Certificate in Equality, Diversity and Inclusion Policy Development, Implementation and Evaluation	10	
								Certificate in Equality, Diversity and Inclusion Management and Leadership	10	

								Certificate in Innovation and Equality, Diversity and Inclusion	10	
								Certificate in Strategic Human Resource Management and Equality, Diversity and Inclusion	10	
Minor	Minor	8	Certificate in Equality, Diversity and Inclusion Origins and Context	10	0223	1662	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion
Minor	Minor	8	Certificate in Legal Framework and Equality, Diversity and Inclusion	10	0223	1659	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion
Minor	Minor	8	Certificate in Equality, Diversity and Inclusion Policy Development, Implementation and Evaluation	10	0223	1661	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion
Minor	Minor	8	Certificate in Equality, Diversity and Inclusion Management and Leadership	10	0223	1663	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion



Minor	Minor	8	Certificate in Innovation and Equality, Diversity and Inclusion	10	0223	1660	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion
Minor	Minor	8	Certificate in Strategic Human Resource Management and Equality, Diversity and Inclusion	10	0223	1658	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion

### **3.2 Commendations & Comments**

The Panel commend the Programme Team in bringing forward a flexible suite of programmes.

The Panel recognise and congratulate the Programme Team on their consultation with industry in the region.

The Panel acknowledge the contribution of Dr Susan Flynn in the development of the HDip in EDI.

### **3.3 Conditions**

The evaluation panel require that the Programme Development Team should take note of the following conditions and that a satisfactory response to address those conditions shall be received before the validation is considered by Academic Council of the Institute of Technology Carlow.

None.

### **3.4 Recommendations**

Recommendations are suggestions made by the Programme Evaluation Panel in the spirit of improving the proposed programme. While these are not binding, the reasons for not incorporating a recommendation have to be clearly stated by the Programme Development Team in its response to the Evaluation Report.

1. Consider mapping this programme to the *IT Carlow Business Awards Standards*.
2. Provide clarity around assessment and reassessment.
3. Avoid multiple assessment of learning outcomes.
4. Reading lists and literature references for all modules to be revised to ensure that they are appropriate and current.

### **3.5 Response to Evaluation Panel Report By Programme Development Team**

The following documents must be submitted as part of the response by the Programme Development Team to the Evaluation Panel Report; all response documents must incorporate comments, conditions and recommendations outlined in Sections 2.1, 2.2, 3.3 and 3.4 of this report:

1. Response to Evaluation Panel Report Section 3.3 and 3.4.
2. Programme Schedules for each programme to be approved
3. Programme Abstract for each programme to be approved

#### 4. Revised Submission Documentation

### 3.6 Approval

Programme Evaluation Report, Stage 1 and Stage 2, Approved by:



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**Dr Terry Twomey**  
**Chairperson to Panel**  
*(TU Project Director, Technological  
University of the Shannon: Midlands  
Midwest Campus)*

Date: 17/12/2021



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**Dr Fintan Bracken**  
**Secretary to Panel**  
*(Director of the Office for Institutional  
Planning and Research, Institute of  
Technology Carlow)*

Date: 21/12/2021

# Response to Part 2 and Part 3 of the New Programme Evaluation Panel Report

## Programme Details

Award	Type	Level	Approved Programme Title	Total Credits	ISCED	AKARI Code	Duration	Embedded Exit Award (if relevant)	Exit Credits	Linked Parent Programme (if relevant)
Major	Higher Diploma	8	Higher Diploma in Business in Equality, Diversity and Inclusion	60	0223	1611	1 year	Certificate in Equality, Diversity and Inclusion Origins and Context	10	
								Certificate in Legal Framework and Equality, Diversity and Inclusion	10	
								Certificate in Equality, Diversity and Inclusion Policy Development, Implementation and Evaluation	10	
								Certificate in Equality, Diversity and Inclusion Management and Leadership	10	
								Certificate in Innovation and Equality, Diversity and Inclusion	10	

								Certificate in Strategic Human Resource Management and Equality, Diversity and Inclusion	10	
Minor	Minor	8	Certificate in Equality, Diversity and Inclusion Origins and Context	10	0223	1662	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion
Minor	Minor	8	Certificate in Legal Framework and Equality, Diversity and Inclusion	10	0223	1659	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion
Minor	Minor	8	Certificate in Equality, Diversity and Inclusion Policy Development, Implementation and Evaluation	10	0223	1661	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion
Minor	Minor	8	Certificate in Equality, Diversity and Inclusion Management and Leadership	10	0223	1663	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion
Minor	Minor	8	Certificate in Innovation and Equality, Diversity and Inclusion	10	0223	1660	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion

Minor	Minor	8	Certificate in Strategic Human Resource Management and Equality, Diversity and Inclusion	10	0223	1658	30 hours			Higher Diploma in Business in Equality, Diversity and Inclusion
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## Part 2

Noted.

## Part 3

Response to 3.3: Conditions			Active/ Closed
Report Ref No.	Condition	Response	
	None.		CLOSED

Response to 3.4: Recommendations			Active/ Closed
Report Ref No.	Recommendation	Response	
1	Consider mapping this programme to the <i>IT Carlow Business Awards Standards</i>	The programme team welcome this recommendation and the programme has now been mapped to the IT Carlow Business Awards Standards under section 2.4.	Closed
2	Provide clarity around assessment and reassessment.	The modules are all 100% continuous assessment, there is no formal examination component within the modules. The reassessment will be the coursework only. The book of modules now reflects this information.	Closed
3	Avoid multiple assessment of learning outcomes.	The programme team welcome this recommendation and the book of modules has now been updated to explicitly show which assessment addresses which learning outcome.	Closed

4	Reading lists and literature references for all modules to be revised to ensure that they are appropriate and current.	Reading lists have now been reviewed to ensure that the most up to date version is included in the book of modules.	Closed
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**Response Approved, on behalf of the New Programme Evaluation Panel, by:**



**Dr Terry Twomey**  
**Chairperson to Panel**

*(TU Project Director, Technological University of the Shannon:  
Midlands Midwest Campus)*

Date: 17/12/2021



**Dr Fintan Bracken**  
**Secretary to Panel**

*(Director of the Office for Institutional Planning and Research,  
Institute of Technology Carlow)*

Date: 21/12/2021

## Programme Schedule

<b>Full Award Title:</b>	Higher Diploma in Business in Equality, Diversity and Inclusion					<b>Akari Programme ID:</b>	1611	<b>ISCED Code:</b>	0223			
<b>Award Type:</b> <i>(Major/Minor/Special Purpose)</i>	Major	<b>NFQ Award Level:</b>	8	<b>Total Number of Award Credits:</b>	60	<b>Total Duration of Award :</b>	1 year	<b>Fulltime or Part-time Delivery:</b>	PT			
<b>List All Associated Embedded Exit Award Titles:</b> <i>(list all Major &amp; Minor Awards)</i>		1. Certificate in Strategic HRM and EDI 2. Certificate in Legal Framework & EDI 3. Certificate in Innovation and EDI					4. Certificate in EDI Policy Development, Implementation and Evaluation 5. Certificate in EDI Origins & Context Certificate in EDI Management and Leadership					
<b>Total Stages/Years in Award:</b>	1	<b>Current Stage/Year:</b>		<b>Total Number of Semesters per Stage/Year:</b>			<b>Modularised</b>	<b>Current Semester Number:</b>				
Module Title				Module Status <i>Mandatory or Elective</i>	NFQ level	Credits	Hours <i>Total Hours for Module</i>	Allocation of Marks				
								CA	Project	Practical	Final	Max
Strategic HRM and EDI				M	8	10	36	100				100
Legal Framework & EDI				M	8	10	36	100				100
Innovation and EDI				M	8	10	36	100				100
EDI Policy Development, Implementation and Evaluation				M	8	10	36	100				100
EDI Origins & Context				M	8	10	36	100				100
EDI Management and Leadership				M	8	10	36	100				100
<b>Special Regulations Associated with this Stage / Semester of the Programme:</b> <i>None.</i>												



**Dr Terry Twomey**  
**Chairperson to Panel**

*(TU Project Director, Technological University of the Shannon:  
Midlands Midwest Campus)*

Date: 17/12/2021



**Dr Fintan Bracken**  
**Secretary to Panel**

*(Director of the Office for Institutional Planning and Research,  
Institute of Technology Carlow)*

Date: 21/12/2021



### Programme Schedule

<b>Full Award Title:</b> <i>(include full title and classification)</i>	Certificate in Strategic Human Resource Management and Equality, Diversity and Inclusion					<b>Akari Programme ID:</b>	1658		<b>ISCED Code:</b>	0223				
<b>Award Type:</b> <i>(Major/Minor/Special Purpose)</i>	Minor	<b>NFQ Award Level:</b>	8	<b>Total Number of Award Credits:</b>	10	<b>Total Duration of Award</b> <i>(Years, Semester, Month, Weeks or Days):</i>	36 hours delivery + 214 independent hours = 250 hours	<b>Fulltime or Part-time Delivery:</b> <i>(for this Award Schedule)</i>	PT					
<b>List All Associated Embedded Exit Award Titles:</b> <i>(list all Major &amp; Minor Awards)</i>														
<b>Total Stages/Years in Award:</b>	1	<b>Current Stage/Year:</b>		<b>Total Number of Semesters per Stage/Year:</b>			<b>NA Modularised</b>	<b>Current Semester Number:</b>						
<b>Module Title</b> <i>(maximum of 99 characters including spaces)</i>						<b>Module Status</b> <i>Mandatory or Elective</i>	<b>NFQ level</b>	<b>Credits</b>	<b>Hours</b> <i>Contact Hours Per Week OR Total Hours for Module</i>	<b>Allocation of Marks</b>				
										<b>CA</b>	<b>Project</b>	<b>Practical</b>	<b>Final</b>	<b>Max</b>
Strategic HRM and EDI						M	8	10	36	100				100
<b>Special Regulations Associated with this Stage / Semester of the Programme:</b>														



**Dr Terry Twomey**  
**Chairperson to Panel**  
*(TU Project Director, Technological University of the Shannon: Midlands Midwest Campus)*

Date: 17/12/2021



**Dr Fintan Bracken**  
**Secretary to Panel**  
*(Director of the Office for Institutional Planning and Research, Institute of Technology Carlow)*

Date: 21/12/2021

## Programme Schedule

<b>Full Award Title:</b> <i>(include full title and classification)</i>	Certificate in Legal Framework & Equality, Diversity and Inclusion					<b>Akari Programme ID:</b>	1659		<b>ISCED Code:</b>	0223					
<b>Award Type:</b> <i>(Major/Minor/Special Purpose)</i>	Minor	<b>NFQ Award Level:</b>	8	<b>Total Number of Award Credits:</b>	10	<b>Total Duration of Award</b> <i>(Years, Semester, Month, Weeks or Days):</i>	36 hours delivery + 214 independent hours = 250 hours	<b>Fulltime or Part-time Delivery:</b> <i>(for this Award Schedule)</i>	PT						
<b>List All Associated Embedded Exit Award Titles:</b> <i>(list all Major &amp; Minor Awards)</i>															
<b>Total Stages/Years in Award:</b>	1	<b>Current Stage/Year:</b>		<b>Total Number of Semesters per Stage/Year:</b>			<b>NA</b> <b>Modularised</b>	<b>Current Semester Number:</b>							
<b>Module Title</b> <i>(maximum of 99 characters including spaces)</i>						<b>Module Status</b> <i>Mandatory or Elective</i>	<b>NFQ level</b>	<b>Credits</b>	<b>Hours</b> <i>Contact Hours Per Week OR Total Hours for Module</i>	<b>Allocation of Marks</b>					
										<b>CA</b>	<b>Project</b>	<b>Practical</b>	<b>Final</b>	<b>Max</b>	
Legal Framework & EDI						M	8	10	36	100					100
<b>Special Regulations Associated with this Stage / Semester of the Programme:</b>															



**Dr Terry Twomey**  
**Chairperson to Panel**

*(TU Project Director, Technological University of the Shannon: Midlands Midwest Campus)*

Date: 17/12/2021



**Dr Fintan Bracken**  
**Secretary to Panel**

*(Director of the Office for Institutional Planning and Research, Institute of Technology Carlow)*

Date: 21/12/2021

## Programme Schedule

<b>Full Award Title:</b> <i>(include full title and classification)</i>	Certificate in Innovation and Equality, Diversity and Inclusion					<b>Akari Programme ID:</b>	1660		<b>ISCED Code:</b>	0223					
<b>Award Type:</b> <i>(Major/Minor/Special Purpose)</i>	Minor	<b>NFQ Award Level:</b>	8	<b>Total Number of Award Credits:</b>	10	<b>Total Duration of Award</b> <i>(Years, Semester, Month, Weeks or Days):</i>	36 hours delivery + 214 independent hours = 250 hours	<b>Fulltime or Part-time Delivery:</b> <i>(for this Award Schedule)</i>	PT						
<b>List All Associated Embedded Exit Award Titles:</b> <i>(list all Major &amp; Minor Awards)</i>															
<b>Total Stages/Years in Award:</b>	1	<b>Current Stage/Year:</b>		<b>Total Number of Semesters per Stage/Year:</b>			NA <b>Modularised</b>	<b>Current Semester Number:</b>							
<b>Module Title</b> <i>(maximum of 99 characters including spaces)</i>						<b>Module Status</b> <i>Mandatory or Elective</i>	<b>NFQ level</b>	<b>Credits</b>	<b>Hours</b> <i>Contact Hours Per Week OR Total Hours for Module</i>	<b>Allocation of Marks</b>					
										<b>CA</b>	<b>Project</b>	<b>Practical</b>	<b>Final</b>	<b>Max</b>	
Innovation and EDI						M	8	10	36	100					100
<b>Special Regulations Associated with this Stage / Semester of the Programme:</b>															



**Dr Terry Twomey**  
**Chairperson to Panel**  
*(TU Project Director, Technological University of the Shannon: Midlands Midwest Campus)*

Date: 17/12/2021

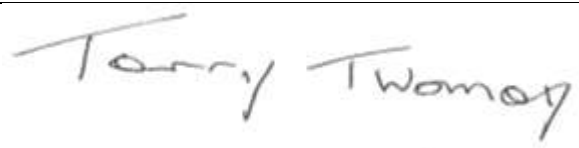


**Dr Fintan Bracken**  
**Secretary to Panel**  
*(Director of the Office for Institutional Planning and Research, Institute of Technology Carlow)*

Date: 21/12/2021

### Programme Schedule

<b>Full Award Title:</b> <i>(include full title and classification)</i>	Certificate in Equality, Diversity and Inclusion Policy Development, Implementation and Evaluation					<b>Akari Programme ID:</b>	1661		<b>ISCED Code:</b>	0223				
<b>Award Type:</b> <i>(Major/Minor/Special Purpose)</i>	Minor	<b>NFQ Award Level:</b>	8	<b>Total Number of Award Credits:</b>	10	<b>Total Duration of Award</b> <i>(Years, Semester, Month, Weeks or Days):</i>	36 hours delivery + 214 independent hours = 250 hours	<b>Fulltime or Part-time Delivery:</b> <i>(for this Award Schedule)</i>	PT					
<b>List All Associated Embedded Exit Award Titles:</b> <i>(list all Major &amp; Minor Awards)</i>														
<b>Total Stages/Years in Award:</b>	1	<b>Current Stage/Year:</b>		<b>Total Number of Semesters per Stage/Year:</b>			NA <b>Modularised</b>	<b>Current Semester Number:</b>						
<b>Module Title</b> <i>(maximum of 99 characters including spaces)</i>						<b>Module Status</b> <i>Mandatory or Elective</i>	<b>NFQ level</b>	<b>Credits</b>	<b>Hours</b> <i>Contact Hours Per Week OR Total Hours for Module</i>	<b>Allocation of Marks</b>				
										<b>CA</b>	<b>Project</b>	<b>Practical</b>	<b>Final</b>	<b>Max</b>
EDI Policy Development, Implementation and Evaluation						M	8	10	36	100				100
<b>Special Regulations Associated with this Stage / Semester of the Programme:</b>														



**Dr Terry Twomey**  
**Chairperson to Panel**

*(TU Project Director, Technological University of the Shannon: Midlands Midwest Campus)*

Date: 17/12/2021



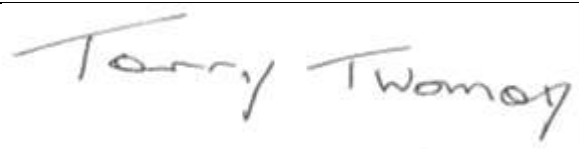
**Dr Fintan Bracken**  
**Secretary to Panel**

*(Director of the Office for Institutional Planning and Research, Institute of Technology Carlow)*

Date: 21/12/2021

### Programme Schedule

<b>Full Award Title:</b> <i>(include full title and classification)</i>	Certificate in Equality, Diversity and Inclusion Origins & Context					<b>Akari Programme ID:</b>	1662		<b>ISCED Code:</b>	0223					
<b>Award Type:</b> <i>(Major/Minor/Special Purpose)</i>	Minor	<b>NFQ Award Level:</b>	8	<b>Total Number of Award Credits:</b>	10	<b>Total Duration of Award</b> <i>(Years, Semester, Month, Weeks or Days):</i>	36 hours delivery + 214 independent hours = 250 hours	<b>Fulltime or Part-time Delivery:</b> <i>(for this Award Schedule)</i>	PT						
<b>List All Associated Embedded Exit Award Titles:</b> <i>(list all Major &amp; Minor Awards)</i>															
<b>Total Stages/Years in Award:</b>	1	<b>Current Stage/Year:</b>		<b>Total Number of Semesters per Stage/Year:</b>			NA <b>Modularised</b>	<b>Current Semester Number:</b>							
<b>Module Title</b> <i>(maximum of 99 characters including spaces)</i>						<b>Module Status</b> <i>Mandatory or Elective</i>	<b>NFQ level</b>	<b>Credits</b>	<b>Hours</b> <i>Contact Hours Per Week OR Total Hours for Module</i>	<b>Allocation of Marks</b>					
										<b>CA</b>	<b>Project</b>	<b>Practical</b>	<b>Final</b>	<b>Max</b>	
EDI Origins & Context						M	8	10	36	100					100
<b>Special Regulations Associated with this Stage / Semester of the Programme:</b> <i>None.</i>															



**Dr Terry Twomey**  
**Chairperson to Panel**  
*(TU Project Director, Technological University of the Shannon: Midlands Midwest Campus)*

Date: 17/12/2021



**Dr Fintan Bracken**  
**Secretary to Panel**  
*(Director of the Office for Institutional Planning and Research, Institute of Technology Carlow)*

Date: 21/12/2021

### Programme Schedule

<b>Full Award Title:</b> <i>(include full title and classification)</i>	Certificate in Equality, Diversity and Inclusion Management and Leadership					<b>Akari Programme ID:</b>	1663		<b>ISCED Code:</b>	0223					
<b>Award Type:</b> <i>(Major/Minor/Special Purpose)</i>	Minor	<b>NFQ Award Level:</b>	8	<b>Total Number of Award Credits:</b>	10	<b>Total Duration of Award</b> <i>(Years, Semester, Month, Weeks or Days):</i>	36 hours delivery + 214 independent hours = 250 hours	<b>Fulltime or Part-time Delivery:</b> <i>(for this Award Schedule)</i>	PT						
<b>List All Associated Embedded Exit Award Titles:</b> <i>(list all Major &amp; Minor Awards)</i>															
<b>Total Stages/Years in Award:</b>	1	<b>Current Stage/Year:</b>		<b>Total Number of Semesters per Stage/Year:</b>			<b>NA Modularised</b>	<b>Current Semester Number:</b>							
<b>Module Title</b> <i>(maximum of 99 characters including spaces)</i>						<b>Module Status</b> <i>Mandatory or Elective</i>	<b>NFQ level</b>	<b>Credits</b>	<b>Hours</b> <i>Contact Hours Per Week OR Total Hours for Module</i>	<b>Allocation of Marks</b>					
										<b>CA</b>	<b>Project</b>	<b>Practical</b>	<b>Final</b>	<b>Max</b>	
EDI Management and Leadership						M	8	10	36	100					100
<b>Special Regulations Associated with this Stage / Semester of the Programme:</b> <i>None.</i>															



**Dr Terry Twomey**  
**Chairperson to Panel**

*(TU Project Director, Technological University of the Shannon: Midlands Midwest Campus)*

Date: 17/12/2021



**Dr Fintan Bracken**  
**Secretary to Panel**

*(Director of the Office for Institutional Planning and Research, Institute of Technology Carlow)*

Date: 21/12/2021

## Programme Abstract

### Higher Diploma in Business in Equality, Diversity and Inclusion



The aim of this programme is to provide a Level 8 Higher Diploma in Business in Equality, Diversity and Inclusion, to meet an industry need in order for students to acquire the knowledge, attributes and skills required to manage equality, diversity and inclusion requirements in their respective organisations. This is a skills-focussed programme, designed to meet priority skills needs, and as such reflects Institute of Technology Carlow's commitment to developing Human Capital in the Southeast region and beyond. The Faculty of Lifelong Learning continues to focus on the development of niche programmes in response to Industry, supporting the regional and national business sector to obtain qualifications in their area of specialism. This programme will increase Institute of Technology Carlow's provision in areas of identified skills needs and future proof graduates for the rapidly evolving business world, while promoting transversal skills and building on best practice nationally and internationally.

#### Approved by:

**Dr Terry Twomey**  
**Chairperson to Panel**  
*(TU Project Director, Technological  
University of the Shannon: Midlands  
Midwest Campus)*

Date: 17/12/2021

**Dr Fintan Bracken**  
**Secretary to Panel**  
*(Director of the Office for Institutional  
Planning and Research, Institute of  
Technology Carlow)*

Date: 21/12/2021