

(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.

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1.4 Principal Programme:

Type of Award	Level	•	Programme valuated	Total Credits	Proposed Embedded Exit Award Evaluated	Exit Credits
Major	8	Higher Diploma in Business in Equality,		60	Certificate in EDI Origins	10
					and Context	4.0
		Diversity ar	nd Inclusion		Certificate in Legal	10
					Framework and EDI	4.0
					Certificate in EDI Policy	10
					Development,	
					Implementation and Evaluation	
					Certificate in EDI	10
						10
					Management and Leadership	
					Certificate in Innovation	10
					and EDI	10
					Certificate in Strategic	10
					HRM and EDI	
Number (of Annu	ıal	1 or as require	ed		
Intakes:						
Duration	:		1 year			
Target Le	earner (Groups:			Os, consultants, and other exe	
					urance and Financial services	
				-	r these sectors as well as other	er
			adjacent secto	ors.		
Enrolmer			January 2022			
Expected			25 per intake			
Learners	•					
Approve		tries for	Ireland			
Provision	า:		0000			
ISCED:			0223			
Akari Pro	gramm	ie iu:	1611			

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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		

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1.6 Evaluation Panel Membership:

Position on Panel	Title	Firstname	Surname	Position	College / Company
Chairperson	person Dr Terry Twomey TU Project Director		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	President Academic		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

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Session B:

essio	<u>n B:</u>	
•	Aidan Mahon	INC Manager - co-author of the Master of Business in Executive
		Leadership, Coaching & Transformation
•	Damian	CIRDAS Manager - co-author of the Master of Business in
	Rossiter	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	Deputy Head of Lifelong Learning – co-author of the Master of
	Malone	Business in Executive Leadership, Coaching & Transformation
•	Catriona	Cluster Manager
	Murphy	Ireland South East Financial Services
•	Dr Susan Flynn	Associate Lecturer with IT Carlow
		Author of the Higher Diploma in EDI Programme
•	Antonia	Associate Lecturer with IT Carlow – co-author of the Certificate in
	Brocklebank	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	Head of Faculty, Lifelong Learning
	Collins	
•	Lindsay	Deputy Head of Faculty, Lifelong Learning
	Malone	
•	Eoin O'Brien	Lifelong Learning Manager

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1.8 Stage 2 Agenda:

Master of Business in Executive Leadership, Coaching and Transformation & Associated Awards

- o Postgraduate Diploma in Business in Executive Leadership, Coaching
- Certificate in Executive Coaching
- Certificate in Advanced Strategic Management
- o Certificate in Global Business Leadership and Ethics
- o Certificate in Marketing Communication in a Digital Era
- o Certificate in Data Analytics and Customer Insight
- o Certificate in Entrepreneurship and Innovation Management
- o Certificate in Sustainable Design Innovation

Higher Diploma in Business in Equality, Diversity and Inclusion & Associated Awards

- Certificate in EDI Origins and Context
- Certificate in Legal Framework and EDI
- o Certificate in EDI Policy Development, Implementation and Evaluation
- o Certificate in EDI Management Theory and Leadership
- Certificate in Innovation and EDI
- o Certificate in Strategic HRM and EDI

Certificate in Developing Resilience in Social Care Practice

Certificate in Promoting Service User Harm Reduction, Welfare & Interventions in Social Care Practice Certificate in Understanding and Responding to Domestic and Gender Based Violence and Abuse Certificate in Applied Family Support

Time

Private Meeting of Panel Members - consideration of Stage 1 Preliminary Evaluation Panel Reports and Responses received; identification of outstanding issues, etc.

9-9.45am

Meetings with President, Vice President for Academic Affairs & Registrar, Heads of Faculty/Campus/Department and Programme Development Team:

PART A (Management Team): 9.45-10.15am

i. Proposed new programmes and their context within the Institute's strategic planning

ii. Rationale for the programmes

Rest Break 10.15-10.30am

PART B (Programme Development Team):

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.

Private Meeting of Panel Members – to articulate and agree Section 2.2 and Section 3 of the Evaluation

Panel Report which includes commendations, conditions, recommendations, etc.

Please note that this is a <u>DRAFT</u> Agenda and may be subject to slight alteration.

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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.

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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 Policy and Procedures for the Design, Development, Validation and Withdrawal of all Programmes at Award Levels 6-10 in the NFQ?	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?	 Yes, through CIRDAS, Insurance Ireland and Central Bank of Ireland collaboration. Masterclasses should be a good barometer of demand. Evidence to support potential demand. Yes 5. 	Noted.	CLOSED

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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?	 Yes Yes Yes Yes 5. 	Noted.	CLOSED
2.6	Do the programmes meet the requirements set out in the relevant IT Carlow Awards Standards?	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	 Yes Yes Yes Yes 	Noted.	CLOSED

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	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?	1. Yes 2. Yes 3. Yes 4. 5.	CLOSED
2.10	Are the criteria and procedures for recognition of prior learning (RPL) clear, transparent and appropriate in the submission document?	1. Yes 2. Yes 3. Yes 4. 5.	CLOSED
2.11	Is the curriculum content outlined in the submission document structured and fit for purpose?	 Yes. The Barnett and Coate model would seem particularly appropriate for the evolving field of EDI. Yes Yes 	CLOSED
2.12	Comments on individual modules?	 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 The team will absolutely take this on board. 2. 3. The programme team have resubmitted the book of modules to Registry this afternoon. 	CLOSED

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		 2015; Maternity/Paternity/Parents leaves legislation; Gender Pay Gap Information Act (pending) etc. 2. Module content appropriate. Coverage of Strategic HRM may be limited within the time available. 3. Could not access book of modules 		
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?	1. N/A 2. N/A 3. N/A 4. 5.	Noted.	CLOSED
2.14	Are the assessment strategies robust, reliable and valid and are they clearly documented in the submission?	 Yes, this is set out very clearly. Yes N/A 3. 4. 5. 	Noted.	CLOSED
2.15	Are the teaching and learning strategies sound and programme specific?	 Yes Yes Yes Yes 	Noted.	CLOSED

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2.16	Are all ethical perspectives covered within all programme syllabi and is it clearly evidenced in the submission document?	 Yes Yes to extent one can be expected to address the complete ethical issues within this area. Yes 5. 	Noted.	CLOSED
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?	 Yes – the blended approach also, should suit the proposed student cohort. Yes Yes 	Noted.	CLOSED
2.18	Where relevant, are special arrangements for joint/collaborative provision articulated in the submission document?	 N/A Yes N/A 5. 	Noted.	CLOSED
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?	 Yes Yes Yes Yes Ses 	Noted.	CLOSED

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2.20	Any other comments?	1.	CLOSED
		2.	
		3.	
		4.	
		5.	

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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.

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

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								Certificate in Innovation and Equality, Diversity and Inclusion Certificate in Strategic Human Resource Management and Equality, Diversity	10	
Minor	Minor	8	Certificate in Equality, Diversity and Inclusion Origins and Context	10	0223	1662	30 hours	and Inclusion		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

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Minor		8	Certificate in	10	0223	1660	30 hours	Higher Diploma in
	Minor		Innovation and Equality, Diversity					Business in Equality, Diversity and Inclusion
			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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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

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4. Revised Submission Documentation

Tarry Twomay

3.6 Approval

Programme Evaluation Report, Stage 1 and Stage 2, 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

Firtan Bracken

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

Date: <u>21/12/2021</u>

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



Programme Details

Award	Type	Level	Approved	Total	ISCED	AKARI	Duration	Embedded Exit	Exit	Linked Parent
	· · ·		Programme Title	Credits		Code		Award (if relevant)	Credits	Programme (if relevant)
Major		8	Higher Diploma in	60	0223	1611	1 year	Certificate in	10	-
			Business in					Equality, Diversity		
			Equality, Diversity					and Inclusion		
			and Inclusion					Origins and		
			and inclusion					Context		
								Certificate in Legal	10	
								Framework and		
								Equality, Diversity		
								and Inclusion		
								Certificate in	10	
								Equality, Diversity		
	Higher							and Inclusion		
	Diploma							Policy		
								Development,		
								Implementation and		
								Evaluation		
								Certificate in	10	
								Equality, Diversity		
								and Inclusion		
								Management and		
								Leadership Certificate in	40	
								Innovation and	10	
								Equality, Diversity		
								and Inclusion		

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

Part 2

Noted.

Part 3

Respons	se 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</i> Business Awards Standards	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

be revised to ensure that they	4	Reading lists and literature	Reading lists have now been reviewed to ensure that the most up to date version is included in	Closed	
are appropriate and current.			the book of modules.		

Response Approved, on behalf of the New Programme Evaluation Panel, by:

Tarry Twomay

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

Firtan Bracken

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

Date: _21/12/2021_____

Programme Schedule

Full Award Title:	Higher Di	ploma in B	usiness in	Equality, Diversit	y and Inclu				nme ID:	161	1 IS	SCED (Code:		0	223
Award Type: (Major/Minor/Special Purpose)	Major	NFQ Award Level:	8	Total Number of Award Credits:	60	Total Do		of	1 year	<u> </u>	Fulltime	or Pa	rt-time	Delivery	/: F	PT
List All Associated Er Award Titles: (list all M			2. Ce	rtificate in Strategi rtificate in Legal Fr rtificate in Innovat	amework	& EDI	4. 5.	Certific	cate in EDI P cate in EDI C cate in EDI M	rigins	& Contex	ĸt		tation ar	nd Eva	aluation
Total Stages/Years in Award:	1	Current Stage/Y			Total Nu per Stag	umber of ge/Year:	Semest	ers	Modularis	ed	Current	Seme	ster Nu	mber:		
Module Title						Mod Sta Mand	dule atus datory ective	NFQ level	Credits	Tot	l ours al Hours Module	CA	Allo ct	cation ical Pract	of Ma Final	rks Max
Strategic HRM and EDI						М		8	10	36		100				100
Legal Framework & EDI						М		8	10	36		100				100
Innovation and EDI						М		8	10	36		100				100
EDI Policy Development,	Implementat	tion and Eva	aluation			М		8	10	36		100				100
EDI Origins & Context						М		8	10	36		100				100
EDI Management and Lea	ndership					М		8	10	36		100				100
Special Regulations A	ssociated	with this	Stage / Se	emester of the Pr	ogramme	: None.		I				1	ı	I		1

Torry Twomay

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

Firtan Bracken

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

Date: _21/12/2021___

Programme Schedule

				FI	ogrannine	Schedule									
Full Award Title: (include full title and classification)	Certificate in Diversity an			esource Managen	nent and Equ	ality,	Akari Program	me ID:	1658		Cod		02	223	
Award Type: (Major/Minor/Special Purpose)	Minor	NFQ Award Level:	8	Total Number of Award Credits:	10	Total Duration Award (Years Month, Weeks	s, Semester	214	ry + endent	Fulltime Delivery Award S	/: (for t	this	P	Γ	
List All Associated Em Titles: (list all Major & Mir		Award													
Total Stages/Years in Award:	1	Current Stage/Y			Total Numb	oer of Semes	ters per	NA Modu	larised	Current Numbe		ester			
						Module Status	NFQ level	Credits		ours act Hours	- 1	Allocati	on of	Marks	
Module Title (maximum of 99 charact	ters including	spaces)				Mandatory or Elective			Per V Total	Veek <u>OR</u> Hours for odule	CA	Project	Practical	Final	Max
Strategic HRM and EDI						М	8	10	36		100				100
Special Regulations As	ssociated wi	th this St	age / Seme	ester of the Progr	amme:				ı						

Dr Terry Twomey

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

Date: _17/12/2021_____

Chairperson to Panel

Dr Fintan Bracken Secretary to Panel

Firtan Bracken

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

Date: _21/12/2021__

				Pr	rogramme	Schedule									
Full Award Title: (include full title and classification)	Certificate	in Legal F	ramework (& Equality, Diversi	ty and Inclusi	on	Akari Program	ime ID:	1659		ISCI Cod		02	223	
Award Type: (Major/Minor/Special Purpose)	Minor	NFQ Award Level:	8	Total Number of Award Credits:	10	Total Duration Award (Years Month, Weeks	s, Semeste	36 hou deliver 214 indeper hours	ry + endent	Fulltime Deliver Award S	y: (for a	this	P P	Т	
List All Associated En Titles: (list all Major & Mi		t Award						1							
Total Stages/Years in Award:	1	Current Stage/Y			Total Num Stage/Year		-	NA <mark>Modu</mark>	l <mark>arised</mark>	Current Numbe	r:				
Module Title (maximum of 99 charac	cters including	g spaces)				Module Status Mandatory or Elective		Credits	Conta Per V Total	ours act Hours Veek <u>OR</u> Hours for odule	CA	Allocat Project	on Practical	Marks Final	Max
Legal Framework & EDI						M	8	10	36		100				100
Special Regulations A	ssociated w	ith this St	age / Sem	ester of the Prog	ramme:	<u> </u>		I	<u> </u>		I	1			

Torry Twomay

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

Firtan Bracken

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

Date: _21/12/2021____

Programmo Schodulo

Full Award Title: (include full title and classification)	Certificate	in Innovat	ion and Eq	uality, Diversity ar		Schedule	Akari Program		1660		ISCI Cod		02	223	
Award Type: (Major/Minor/Special Purpose)	Minor	NFQ Award Level:	8	Total Number of Award Credits:	10	Total Duration Award (Year Month, Weeks	s, Semeste	36 hour, deliver, 214 indepe hours = hours	y + ndent	Fulltime Delivery Award So	y: (for t	his	P	Γ	
List All Associated Em Titles: (list all Major & Mil		t Award													
Total Stages/Years in Award:	1	Current Stage/Y			Total Num Stage/Yea	nber of Semes	sters per	NA Modul		Current		ester			
Module Title (maximum of 99 charac	ters including	g spaces)				Module Status Mandatory or Elective		Credits	Contac Per W Total H	ours ot Hours leek <u>OR</u> dours for dule	CA	Allocation Project	on of Practical	Mark Final	s Max
Innovation and EDI						M	8	10	36		100				100
Special Regulations A					ramme:	Į.	tan Br	ncken							

Dr Terry Twomey Chairperson to Panel

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

Date: _17/12/2021

Firtan Bracken

Dr Fintan Bracken Secretary to Panel

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

Date: _21/12/2021

Drogramma Sahadula

Full Award Title:	C. Hiti.		D' '			Schedule	Alcori	1	1661		ISCI	- D	10	222	
Full Award Title: (include full title and classification)		tation and	•	and Inclusion Poli	cy Developm	ient,	Akari Program	me ID:	1661		Cod		U.	223	
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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_

Dr Fintan Bracken Secretary to Panel

Fintan Bracken

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

Date: _21/12/2021_

Programme Schedule

Certificate in Equality, Diversity and Inclusion Origins & Context						Akari Programme ID:		1662		ISCED Code:		02	0223		
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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_

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

Full Award Title: (include full title and classification)	Certificate in Equality, Diversity and Inclusion Mar				iagement and reductions		Akari Program	me ID:	1663		ISCED Code:		0:	223	
Award Type: (Major/Minor/Special Purpose)	Minor	NFQ Award Level:	8	Total Number of Award Credits:	10	Total Duration Award (Years Month, Weeks	s, Semester	delivery +		Fulltime or Part Delivery: (for this Award Schedule)		(for this		PT	
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Tor	-y -	Two	nog			Fin	tan Br	acken							

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

Tarry Twomay

Midwest Campus)

Date: ____17/12/2021_____

Dr Fintan Bracken Secretary to Panel

Fintan Bracken

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

Date: _21/12/2021____