



# Faculty of Radiologists RCSI

## *Dámh na Raideolaithe*



## Equality and Diversity

---

### Equality and Diversity Policy

1. [Statement of Intent](#)
2. [Main Principles](#)
3. [Responsibilities](#)
4. [Review](#)

#### 1. Statement of Intent

Faculty Board, Faculty Officers and training co-ordinators of the Faculty of Radiologists are committed to encouraging diversity and eliminating discrimination in the organisation, practices and work of the Faculty. This applies to the information, services and products the Faculty provides for its members, Fellows, staff, lay members, contractors, visitors, patients and the public. We will strive to ensure that no individual or group is treated more or less favourably than others on grounds of ethnicity, nationality, age, disability, gender, marital status, sexual orientation, race, national origin, colour, religion or belief.

It is our express intention to comply fully with all relevant legislation to ensure that the culture, philosophy and processes within the organisation are free from bias and serve to protect the Faculty.

#### 2. Main Principles

The Faculty will endeavour to manage its activities in a way that is free from bias. This will apply to all the ways in which the Faculty operates as –

- a professional organisation;
- an employer of staff;
- a provider of education and training for doctors in its specialties;
- an examiner of Clinical Radiologists, Radiation Oncologists;
- a standard setter for entry to and practise in its specialties; and as
- a provider of information for its Fellows, members, patients and the public

The Faculty will strive to:

- provide arrangements for election and/or appointment (whichever applies) as Officers, and to Board and committees that reflect and represent the diversity in its specialties;
- create organisational structures to support the effective implementation of this policy;
- ensure those who make decisions regarding appointments to committees, panels and similar bodies, and of staff are aware of this policy and its practical implications for selection and appointment;

- provide that those elected or appointed to Board and committees are made aware of this policy and its implications in decision-making processes.

The Faculty will put in place arrangements to gather necessary data to support the implementation of this policy and to enable monitoring to be carried out consistent with maintaining appropriate or necessary confidentiality and compliance with the Data Protection Act 1998 / 2003.

Acts of unlawful discrimination will not be tolerated and all complaints or incidents of such alleged behaviour that are within the Faculty's remit will be treated with necessary confidentiality and investigated and any appropriate action taken.

### **3. Responsibilities**

Overall responsibility for diversity and equality issues rests with the Dean supported by the Officers of the Faculty and Committee members.

Overall responsibility for diversity and equality issues for the staff and management of the Faculty rests with the Dean.

Officers, members of Faculty Boards and committees, and staff will be made aware of this policy and of their responsibility to abide by it and ensure its success.

### **4. Review**

Aspects of this policy will be reviewed as necessary and the whole policy will normally be reviewed every three years. Any questions about this policy should be addressed to the Dean of the Faculty.