

Revision History

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Approved By	Board 01.10.2025

Revision and Approval History					
Version	Revised By	Revision Date	Approved By	Approval Date	Comments
V2.0	CAG	15.08.2025	Board	01.10.2025	
V1.0	CAG		Board	01.09.2016	

PREVIOUS VERSIONS		
Version No.	Date	Reason for Issue
Vi.2	August 2025	Legislation and Enhanced Scope
V1.0	November 2019	New Policy

Purpose of Policy

The purpose of this policy is to clearly articulate Crawford Art Gallery's (CAG) commitment to achieving gender equality, diversity, and inclusion across all our activities—spanning employment, governance, service delivery, and external partnerships. The policy exists to:

- Ensure compliance with current Irish and EU equality and anti-discrimination legislation, including:
 - Employment Equality Acts 1998–2015 and Equal Status Acts 2000–2018.
 - Irish Human Rights and Equality Commission (IHREC) Act 2014, which introduces the Public Sector Equality and Human Rights Duty.
 - The General Scheme of the Equality (Miscellaneous Provisions) Bill 2024, which includes rules for pay transparency such as requiring salary ranges in job ads and prohibiting questions about pay history.
 - Criminal Justice (Hate Offences) Act 2024, extending protections to include gender identity and sex characteristics.
 - Gender Recognition Act 2015 and the Work-Life Balance and Miscellaneous Provisions Act 2023, which protect transgender rights in employment and extend maternity leave provisions to transgender men.
- Promote a workplace culture marked by equality, respect, and opportunity, enabling all individuals to fully access roles in recruitment, training, career progression, and decision-making—regardless of gender or gender identity.
- Demonstrate CAG's role as a publicly funded National Cultural Institution that champions gender equality and ensures public trust and accountability in all facets of its operations.
- Reflect evolving best-practice governance by embedding gender equality safeguards across human resources, governance, procurement, and public-facing practices.

Scope of Policy

This policy applies to:

- All employees of Crawford Art Gallery (CAG), whether full-time, part-time, permanent, temporary, or fixed term.
- All applicants for employment, ensuring that recruitment, selection, and appointment processes are free from gender-based discrimination and bias.
- Volunteers, Board members, contractors, consultants, and service providers engaged by CAG, who are expected to uphold the principles of this policy in the course of their work with the Gallery.
- Artists, collaborators, and partner organisations, with whom CAG enters contractual or professional relationships.

- Visitors, audiences, and members of the public, in line with CAG's obligations under the Equal Status Acts 2000–2018 to provide goods and services in a manner free from discrimination.

The scope of this policy covers:

- Employment practices, including recruitment and selection, pay and conditions, training and development, career progression, and performance management.
- Workplace culture and conduct, ensuring equal treatment, dignity, and respect for all staff and stakeholders.
- Governance and organisational decision-making, embedding gender equality into CAG's structures, policies, and planning processes.
- Procurement and contracts, ensuring suppliers and contractors align with CAG's equality commitments.
- Public engagement and programming, ensuring inclusive representation and accessibility in exhibitions, events, and services.

This policy applies regardless of gender, gender identity, or gender expression.

Legislation

This policy is developed in the context of distinct pieces of legislation which directly address equality. The Employment Equality Acts 1998–2024 address discrimination within employment across nine grounds: gender, civil status, family status, age, race, religion, disability, sexual orientation, and membership of the Traveller community.

This policy also reflects obligations under the

- Irish Human Rights and Equality Commission Act 2014 (including the Public Sector Equality and Human Rights Duty),
- the Parent's Leave and Benefit Acts 2019–2024,
- and the Work Life Balance and Miscellaneous Provisions Act 2023.

The Case for Gender Equality

Gender equality is core to Crawford Art Gallery's values. CAG is committed to recruiting and retaining the most talented employees and to ensuring that its employees reach their full potential.

Implementing this policy also supports CAG's compliance with its statutory duty as a public body to promote equality and protect human rights.

Responsibility

Overall responsibility for gender equality issues lies with the Director of CAG and with the Head of Operations who is the manager for workforce issues. The Director who reports to the Board will include an update on gender equality measures as required. Responsibility for providing leadership lies with the Management Team.

Line Managers, Supervisors and others in positions of authority should seek to ensure that the Gender Equality Policy is upheld in their areas, including in compliance with the Public Sector Equality and Human Rights Duty.

Business Contracts / Artist Contracts

CAG will seek to ensure that artists / other companies from whom it has contracted to receive goods and services are aware that this policy is in place and that they are expected to comply with it.

Compliance with equality and human rights standards will be encouraged in procurement processes.

Recruitment and Selection

In relation to recruitment CAG will:

- Seek to recruit from as wide a talent pool as possible, and will proactively ensure that its recruitment activity is inclusive.
- Not discriminate directly or indirectly against any applicant or candidate to employment in relation to Gender.
- Select candidates on the basis of merit – ensuring the candidate with the talent, skills, competencies and experience most suited to the post is selected.
- Where practicable, ensure gender-balanced shortlisting and interview panels.

Retention and Wellbeing

In relation to retention and wellbeing, CAG will in so far as is possible:

- Seek to retain and develop talent in its diverse staff – both men and women across all genders.
- Provide equal access to work-life balance practices and benefits as appropriate.
- Recognise new statutory entitlements, including flexible and remote working requests for parents and carers, domestic violence leave, and leave for medical care purposes, and ensure equitable access for all genders.

Monitoring and Review

The implementation of the policy will be reviewed on a regular basis by the Human Resource Department and the policy will be updated on foot of this review, other legal developments, or advice from government bodies, annually by the Human Resource Department, with a comprehensive review at least every three years or sooner if required by legal or policy changes.