



Dear Professor Vincent Cunnane,

I am delighted to confirm that your Athena Swan Ireland submission has been reviewed by Advance HE staff, and the Technological University of the Shannon has been granted approval to use the expanded award logo, in recognition of your:

- plans for the inclusion and consideration of staff and students as directed by the Athena Swan Ireland expanded process;
- references to appropriate actions across TUS;
- Athena Swan and gender equality work more broadly across the new institution;
- Self-Assessment Team (SAT) activity to date and plans for the new TUS SAT;
- consideration of gender equality in the strategy and governance of TUS.

As per the TU Legacy Award process, the use of this logo is valid until the release of results in the Athena Swan Ireland assessment round three years after the TU's formation. In the case of TUS, this will be the November 2024 round.

A detailed process of analysis and merging of the two previous institutional action plans has taken place, and an overview of approach has been provided. The TUS Gender Equality Action Plan (TUS GEAP) is in line with Athena Swan expanded charter principles as is evidenced through several examples mapping actions in the TUS GEAP to the expanded charter.

Overall, the Gender Equality Action Plan is considered SMART (specific, measurable, achievable, relevant and time-bound) and provides a clear foundation for embedding EDI across the institution. Additionally, actions in TUS GEAP are mapped against strategic goals and objectives identified in the draft EDI Strategy. Approval of the action plan is explicitly noted by the Vice Presidents Council, Deans Council and EDI Steering Committee.

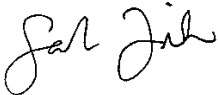
It is also commendable that work was underway from October 2019 via an EDI working group within the AIT-LIT TU Consortium, and that as TU formation progressed, this group worked on preparing a draft TU EDI Strategy and the TU GEAP. Details on the formation of the future self-assessment team are provided, including guiding principles to support representation, which are commendable. As the institution will be applying on the updated charter framework, you may wish to consider a principle or activity around ensuring representation that accounts for engagement in research and/or lived experience related to

equality grounds in addition to gender. Additionally, you may wish to consider how SAT contributions will be formally recognised and rewarded, ahead of the open call for membership.

I would like to note the discussions that are underway in relation to departmental applications that are referred to in your submission. Because the TUS Strategic Plan, currently in development, will influence the organisational design of TUS, which may result in faculties and departments being restructured, the submission states this will need to be taken into account when planning for departmental application timeframes. This approach is welcomed by Advance HE.

I would also like to take this opportunity to note that I am delighted that TUS has committed to the updated charter principles that were released in 2021, and that the TUS GEAP includes actions relating to the updated charter. We look forward to your continued involvement with Athena Swan Ireland.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sarah Fink', written in a cursive style.

Sarah Fink
Head of Athena Swan Ireland (Acting)