



# RCSI

RCSI became an Age Friendly University in November 2019. This matrix captures the activities and programmes set out as part of our Age Friendly Action Plan 2019 - 2022.

1	Principle	RCSI upholds this principle by:	Action Plan
	<p>To encourage the participation of older adults (+55 years of age) in all the core activities of the University, including educational and research programmes.</p>	<ol style="list-style-type: none"> <li>1. Regularly seeks volunteers and former staff to serve as:               <ol style="list-style-type: none"> <li>a. Examiners, invigilators and prosectors</li> <li>b. serve as surface models (mock patients) for OSCE examinations and in Simulation Department</li> <li>c. guest speakers at events and in teaching positions as appropriate</li> </ol> </li> <li>2. Several research projects focus on older adults, e.g. genetics research and the Department of Gerontology.</li> <li>3. Through our <a href="#">REACH programme</a>, RCSI engages with the local older adult community. For example, with the Ballroom of Romance dinner dance held every summer and a similar event for Christmas celebrations in winter.</li> <li>4. RCSI gym staff offers members free one-to-one personal training sessions to help staff members meet their individual physical fitness goals.</li> </ol>	<ol style="list-style-type: none"> <li>1. Review the composition of all committees, task forces, working groups and panels to ensure there is age diversity.</li> <li>2. Liaise with Human Resources Policy Review Group to review all organisational policies with an age-dimension lens to ensure policies are age-inclusive.</li> <li>3. Propose highlighting projects around the college that engage with age-related themes.</li> <li>4. Collaborate with the gym to ensure group classes are considerate of a variety of fitness and mobility levels.</li> </ol>

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2	To promote personal and career development in the second half of life and to support those who wish to pursue second careers.	<ol style="list-style-type: none"> <li>1. RCSI encourages a PDP (professional development plan) programme between staff and their line managers to ensure work programmes are productive and opportunities to upskill and reskill can be realised.</li> <li>2. Human Resources offers multiple supports for staff commencing two years before their retirement date. This includes the opportunity for staff to avail of a two-day workshop on preparing for retirement.</li> </ol>	<ol style="list-style-type: none"> <li>1. Liaise and support HR to increase the number of staff who participate in PDP and broaden and promote the supports for staff as they prepare for retirement.</li> <li>2. Work with Human resources to develop a 'plain English guide' to retirement.</li> <li>3. Work with IT to ensure older staff have opportunities to learn new software programmes.</li> <li>4. Investigate the possibility of continued access to library resources for Retired Staff.</li> </ol>

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3	To recognize the range of educational needs of older adults (from those who were early school-leavers through to those who wish to pursue masters or PhD qualifications).	<ol style="list-style-type: none"> <li>1. Through the Learning and Development strand of Human Resources, current staff can avail of a number of trainings (in person and online) to upskill, update and expand their skill set and capabilities.</li> <li>2. RCSI staff are offered study leave (paid time off) to undertake external trainings and/or pursue further education, e.g. diploma, certificates or masters degrees.</li> <li>3. There are financial resources in place staff may apply for to support the pursuit of educational programmes through School of Postgraduate Studies and Institute of Leadership as well as study leave to provide time to attend lectures and programmes.</li> </ol>	<ol style="list-style-type: none"> <li>1. Consider how RCSI can engage with members of the public and local community to provide learning opportunities for older adults.</li> </ol>
4	To promote intergenerational learning in order to facilitate the reciprocal sharing of expertise between learners of all ages.	<ol style="list-style-type: none"> <li>1. Inviting staff to continue to engage with RCSI once they have retired, for example, inviting retired staff to return to work part-time or to guest lecture.</li> <li>2. RCSI has held an inaugural Intergenerational Day in October 2018 and will continue to do so annually during Positive Ageing Week.</li> <li>3. Through RCSI's REACH office, RCSI staff members voluntarily provide academic grinds to local secondary school students.</li> <li>4. Every February, RCSI offers a special Transition Year programme which offers an introduction to healthcare professions.</li> </ol>	<ol style="list-style-type: none"> <li>1. Consider how staff and students could hold forums where there is skills exchange. For example, students could share latest trends in social media with staff.</li> <li>2. Explore possibility of introducing mentoring between experienced researchers and early-career researchers.</li> </ol>

	<b>Principle</b>	<b>RCSI upholds this principle by:</b>	<b>Action Plan</b>
<b>5</b>	To widen access to online educational opportunities for older adults to ensure a diversity of routes to participation.	<ol style="list-style-type: none"> <li>1. RCSI pays a subscription that provides all staff to have access to Lynda.com, soon to be known as LinkedIn Learning, an online education platform.</li> <li>2. Online library resources such as publication databases are also available to Staff.</li> </ol>	<ol style="list-style-type: none"> <li>1. Investigate the possibility of extending RCSI's online educational resources to retired staff.</li> </ol>
<b>6</b>	To ensure that the university's research agenda is informed by the needs of an ageing society and to promote public discourse on how higher education can better respond to the varied interests and needs of older adults.	<ol style="list-style-type: none"> <li>1. RCSI collaborates on The Irish Longitudinal Study on Ageing (TILDA), which conducts extensive, multidisciplinary research into ageing in Ireland.</li> <li>2. RCSI hosts regular private and public events disseminating research findings, conferences and lectures. For example, RCSI hosted visiting doctor Dr Beth Frates who presented her work on lifestyle medicine.</li> </ol>	<ol style="list-style-type: none"> <li>1. Work with the Office of Research to ensure the age dimension is a component of their agenda and an age lens applied to research activities.</li> </ol>
<b>7</b>	To increase the understanding of students of the longevity dividend and the increasing complexity and richness that ageing brings to our society.	<ol style="list-style-type: none"> <li>1. RCSI has a student society for Geriatric Medicine and Palliative Care.</li> <li>2. Students have geriatric rotation in medical school curriculum.</li> <li>3. Resilience is a key component of course curriculum for all students.</li> </ol>	<ol style="list-style-type: none"> <li>1. Partner with the student societies to bring awareness to the longevity dividend through information sessions and guest lectures.</li> </ol>

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8	To enhance access for older adults to the university's range of health and wellness programmes and its arts and cultural activities.	<ol style="list-style-type: none"> <li>1. Established the Age Friendly Staff network in 2018</li> <li>2. Hosted the first-ever, Intergenerational Day, bring your family to work day in 2018</li> <li>3. Inspire is a wellbeing at work programme offered to all Staff (physical, mental, nutritional and occupational health)</li> <li>4. The Sports &amp; Social Committee is staff led and open to all staff members</li> <li>5. Library has a number of resources available on health and wellness</li> <li>6. RCSI participates in Heritage Week, Culture Night, Open House Weekend, Ballroom of Romance, Bridge and Arts classes</li> <li>7. Annual participation in Positive Ageing Week beginning in 2018</li> </ol>	<ol style="list-style-type: none"> <li>1. Collaborate with RCSI's Inspire and Reach Offices to further expand RCSI's offerings.</li> </ol>
9	To engage actively with the university's own retired community.	<ol style="list-style-type: none"> <li>1. RCSI actively engages with our own retired community by supporting the Active Age Retirees Group, led by Jim Sherlock and facilitated by EDI Unit. The group meets at least six times a year for coffee mornings and cultural outings, e.g. to the Chester Beatty Library.</li> <li>2. The Alumni and Development Office also engage with retired community members by inviting them back for alumni events, lectures and special events.</li> <li>3. The annual staff EDI survey collects information on staff age ranges and uses this data to inform the annual EDI work programme.</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue to foster inclusive relationships with our Active Age Retirees group and look for ways to expand and increase participation.</li> </ol>

	Principle	RCSI upholds this principle by:	Action Plan
10	To ensure regular dialogue with organizations representing the interests of the ageing population.	<ol style="list-style-type: none"> <li>1. RCSI's EDI Office is currently partnered with Age Action.</li> <li>2. Our research efforts contribute to national and international research projects with an age dimensions, e.g. TILDA, the CSO and the Irish Gerontology Society.</li> </ol>	<ol style="list-style-type: none"> <li>1. Become a member of the AFUN</li> <li>2. Look to partner with additional non-profits supporting older adults (e.g. Age and Opportunity)</li> </ol>