



msletb

Bord Oideachais agus Oiliúna
Mhaigh Eo, Shligigh agus Liatroma
Mayo, Sligo and Leitrim
Education and Training Board

Equality and Human Rights Values Statement



The Public Sector and Human Rights Duty ('the Duty') requires public bodies to have regard to the need to eliminate discrimination, promote equality and protect human rights of staff and people availing of this service.

MSLETB has adopted a values-led approach to frame our approach to implementing the Public Sector Equality and Human Rights Duty. We have established four values to frame our work on the Duty: Inclusion, Respect, Social Justice and Empowerment.

For more information, see our Public Sector Equality and Human Rights Implementation Plan on our website www.msletb.ie

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INCLUSION

Inclusion is about recognising, understanding, valuing and adapting for diversity. It involves accessibility, belonging, being person-centred, and innovative to enrich the learning and working environment for the identified groups.

STATEMENT OF PRIORITY

Our priority is to secure access, participation and outcomes for staff, learners and students from the identified groups, recognising that diversity brings opportunities for innovation that enrich the learning environment and workplace.

STATEMENT OF APPROACH

MSLETB aims to remove barriers to enable learners, students, and staff from the identified groups to participate equally in the activities and services of our organisation. Our approach includes: flexibility in accommodating diversity, and tailoring approaches to meet the aspirations and needs of the identified groups, across all of our functions.



RESPECT

Respect is about mutual empathy, understanding, listening, integrity and kindness. It involves meeting people where they are at, being non-judgemental, and parity of esteem.

STATEMENT OF PRIORITY

Our priority is to foster a culture where respect and regard for all individuals is key in the success of the organisation. We aim to promote the care and wellbeing of our staff, students, and learners from the identified groups, as a central tenet of our characteristic spirit.

STATEMENT OF APPROACH

MSLETB will treat everyone with respect and in a professional manner in accordance with our governance principles. We will promote respectful relationships and culture at the core of all interactions.



SOCIAL JUSTICE

Social Justice is about transparency, fairness, and equal opportunities in the distribution of economic, educational, cultural and other resources. It involves proactive targeted approaches to support those experiencing injustice.

STATEMENT OF PRIORITY

Our priority is to secure access, participation and positive outcomes for staff, students and learners from the identified groups, by ensuring equality of access to opportunities and resources for people who might otherwise be excluded or marginalised, and transparency and accountability in how these resources are targeted and distributed.

STATEMENT OF APPROACH

MSLETB will ensure provision of equality of access to resources for students, learners and staff from the identified groups. In this, we will be proactive in our targeted approaches to those experiencing inequality. We will use relevant data and endeavor to make our services and employment responsive in meeting the needs of the identified groups. We will continue to build and promote strong links with the identified groups for the Duty.



EMPOWERMENT

Empowerment is about voice, choice, autonomy, self-determination and involvement in decisions that affect you. It involves ensuring people have the tools they need to act independently and make choices to positively influence their lives.

STATEMENT OF PRIORITY

MSLETB will endeavor to develop the confidence and certainty of our staff, learners, and students from across the identified groups, to develop and unlock their capacity. We will work to develop a working and learning environment that is empowering and responsible.

STATEMENT OF APPROACH

We will promote and engage processes of co-creation, cooperation, and collaboration to ensure the personal, educational, and professional development of staff, learners and students from the identified groups. We will ensure continuous learning and upskilling opportunities for our staff, learners and students, by providing meaningful options.