



**msletb**

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

## **MSLETB VALUES STATEMENT**

Mayo, Sligo and Leitrim Education and Training Board (MSLETB) has adopted a Values Led approach to implementing the Public Sector Duty (the Duty).

This Values Statement enables MSLETB to be explicit about its equality and human rights values. This is key for a values-led organisation, a values-led approach to implementing the Duty, and an organisational culture concerned for equality and human rights. MSLETB has identified these values in the priorities, processes, and practices of the organisation.

Five values have been established as a starting point for MSLETB to identify and define our equality and human rights values statement and they are as follows:-

### **1. Inclusion**

Inclusion is about recognising diversity, where the 'person' is placed at the centre of all activities. It is where all individuals are accepted and have a sense of belonging within the community. It recognises that diversity brings opportunities for innovation that enrich the learning environment and workplace.

#### Our Priority

Our priority is to focus on the person especially those experiencing inequality and to secure access and participation for all staff and learners. We aim to deliver training and education to focus on achieving the person's aspirations that is tailored to their needs and unique circumstances. We value and promote inclusion and diversity in every aspect of our services and employment.

#### Our Approach

MSLETB aim to remove the barriers that create undue effort and enable service users, employees and members of our community to participate equally, confidently and independently in the activities and services of our organisation.

We aim to foster a culture where we are flexible in accommodating diversity for all individuals.

### **2. Respect**

Respect is about mutual empathy, integrity, and kindness. It involves listening to and consideration of the perspectives of the diversity of our learners, staff and the wider community. It means working with people in a non-judgmental manner, based on a parity of esteem.



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### Our Priority

Our priority is to treat people equally with dignity and kindness and value the diversity amongst staff, colleagues and learners. We aim to promote the care and wellbeing of our staff and learners, as a central tenet of our characteristic spirit.

### Our 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.

We aim to foster a culture where respect and regard for all Individuals is key in the success of the organisation.

## **3. Social Justice**

Our goal is to secure access, participation and positive outcomes for staff and learners, in particular those experiencing inequality.

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

### Our Priority

Our priority is to provide equal access to opportunities and resources for people who might otherwise be excluded or marginalised. MSLETB's culture of integrity and ethics is built around our core values and commitment to our learners and employees. Our emphasis on equal opportunities and fairness for learners and employees ensures accountability and transparency.

### Our Approach

MSLETB is committed to providing equal access to resources for students, learners and employees. We will be proactive in our targeted approaches to those experiencing inequality. We will use relevant data and endeavour to make our services responsive in meeting the needs of all our stakeholders. We will continue to build and promote strong links with marginalised groups.

## **4. Empowerment**

Empowerment is about enabling people, communities, and groups to act independently and make their own free choices. It includes individuals having both personal and social ability to impact choices influencing their lives and the existence of their community.

### Our Priority

MSLETB endeavour to improve the confidence and certainty of our learners and unlock their latent capacity. We endeavour to help and empower the professional development of all our staff. We aim to assemble a working and learning environment that is empowering and responsible. We strive to listen to staff, learners, stakeholders and the public that we are in contact with and people from groups that experience inequality.

### Our Approach

We will engage learners in dynamic cycles of co-creation with their learning. We will assure significant two-way counsel and co-operation with staff and learners in this process. We will involve students by enabling them to work collaboratively during tasks in a range of subjects and programmes and providing them with opportunities and skills to further their independent learning. Continuous learning and upskilling opportunities for our staff & learners are created through our professional development structure.

## **5. Choice**

Choice is about having the independence of thought and action and having freedom to self-govern or self-determine. It is about having the autonomy to choose alternative solutions or possibilities.

### Our Priority

MSLETB endeavours to be proactive, to be open to new ideas, to be flexible with our learners and staff and allow for independent choice where possible. We endeavour to make our service responsive in meeting the needs of our people.

### Our Approach

We will provide options for our learners and staff. We will ensure freedom of independent choice free from persuasion. We will strive to inform and educate our learners with relevant information to aid their decisions. We will have continued emphasis on accountability and transparency in all undertakings.

May 2021