



# EQUALITY AND HUMAN RIGHTS STATEMENT

**Implementing the Public Sector Equality and Human Rights Duty**

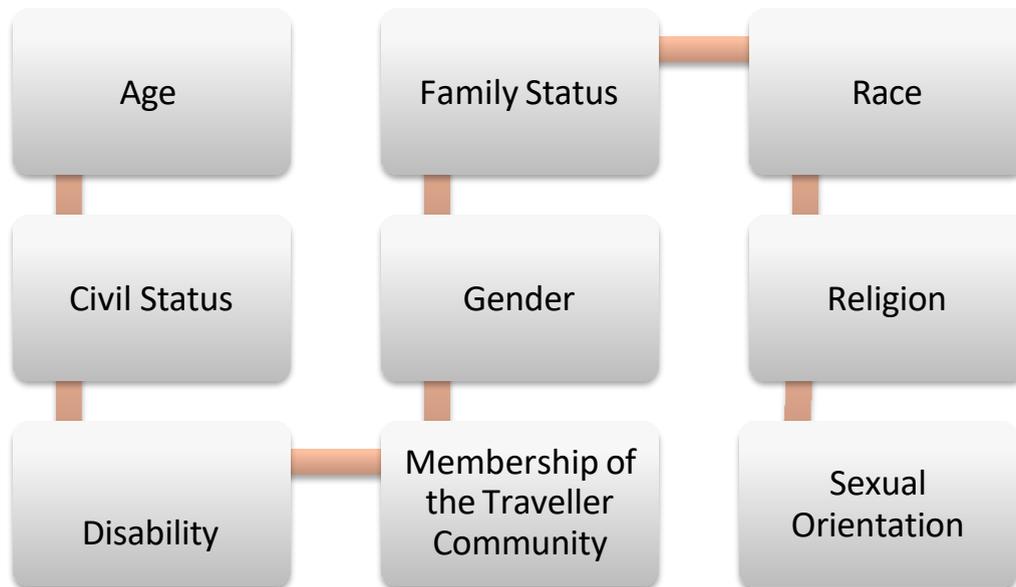
**Louth and Meath Education and Training Board**

Department	LMETB HR Department
Document Title	Equality & Human Rights Statement
Document Reference	Version 002 Feb 2024
Approved by	Board
Date Approved	29 Feb 2024

**Introduction:**

Louth and Meath Education and Training Board (LMETB) is committed to fulfilling its obligations under the Irish Human Rights Equality and Commission Act 2014, in addressing discrimination and inequality of human rights per the implementation the Public Sector Equality and Human Rights Duty. **Respect, Protect and Fulfil** is at the heart of the Equality legislation and LMETB fully applies itself to the elimination of discrimination in all forms across all services within the Organisation. LMETB will continue to provide opportunities equal in nature to all persons, and protect the human rights of all persons employed, learning, or other, across the many core functions of LMETB. Our commitment is further detailed in LMETBs Equality and Diversity Policy.

Legislation\* identifies nine grounds where discrimination and inequality were found to commonly occur in society. LMETB will continue to assess its practices, and focus on strategies that will address and deter discrimination and unconscious bias across the nine areas listed below:



Age, civil status, disability, family status, gender, membership of the traveller community, race, religion, sexual orientation

*\*Human Rights and Equality Act 2014 and The Equal Status Acts 2000-2020*

**Statement Objective:**

This Statement is reflective of the ongoing and evolving systemic approach of LMETB to assess and address all forms of discrimination (direct or indirect) in our everyday encounters with all persons regardless of grounds, circumstance, and socio-economic status. LMETB shall continue to operate in an environment where all persons are treated with respect, dignity, and fairness, recognising and being understanding of diversity in all its forms. LMETB will

respect the choices afforded to all persons under the Human Rights legislation and seek to address in a fair and consistent manner any issues raised by staff members, learners or stakeholders who feel they have experienced inequality or discrimination in our Organisation.

### **Incorporating the Public Service Duty into LMETB's Strategy Process:**

[LMETBs Strategy Statement 2022 - 2026](#) sets out in detailed format our Organisation's core values, principles, motivations, mission, vision, and key strategic priorities. Throughout the Strategy Statement report - listed in our strategic goals, LMETB documents its approach to equality, inclusion, integrity, fairness, wellbeing, professionalism, diversity, and disability. LMETB will continue to be aware of, and act on, its obligations under the Human Rights and Equality Act 2014 in all future Strategy Statements, relevant reports, and policy developments.

### **Raising awareness of Equality and Human Rights obligations in LMETB:**

LMETB will continue to advocate awareness and advance information dissemination on the topic by:

- communicating this Statement to all staff, learners, stakeholders, board members, committees, and boards of management. In doing so we seek to nurture values and awareness which will benefit the working, studying and business environment for all.
- publishing this Statement and our approach to the Public Service Duty on our website and internal platforms.
- incorporating the Public Service Duty in all relevant policy development and renewal.
- promoting Equality and Human Rights training, providing guidance to all persons within our services, and offering consultation processes to staff members, learners, and stakeholders
- inviting staff members, learners, and stakeholders to address concerns about Equality and Human Rights matters in a discreet and confidential manner via a dedicated email address: [accessofficer@lmetb.ie](mailto:accessofficer@lmetb.ie)

### **Review:**

This Statement will be reviewed annually, or before should any changes to legislation or guidance occur. The Statement will be reviewed by the Senior Management Team of LMETB. This Statement is in addition to LMETBs Equality and Diversity Policy.