



COLEG GWENT BOARD DIVERSITY STATEMENT

Coleg Gwent is an inclusive and diverse college where everyone is welcome. We want our college to be a respectful environment, open minded to different cultures, attitudes, beliefs and outlooks; a place where you can be yourself without fear of judgement and a place where everyone belongs.

As the Board of Governors, we recognise that inclusiveness is integral to achieving our Mission to '*Change Lives Through Learning*'. It is essential that we take the lead and champion diversity and inclusion by providing effective oversight, fostering inclusive practices and setting a framework that attracts, protects, supports and celebrates diversity. Inclusive practices must be embedded across everything we do.



OUR BOARD

We recognise the value of having Governors who reflect the diversity of our staff and students, as well as wider society. In this context, diversity refers to the protected characteristics set out in the Equality Act 2010, as well as different socio-economic backgrounds, Welsh language skills, life experience, career paths and diversity of thought. Our Board needs the right skills to fulfil our responsibilities in governing the college, but we also know that good decision-making, effective leadership and innovation are enabled by embracing different experiences and perspectives.

OUR COMMITMENTS

Membership

Our commitment is that by 2026 our Board members will more closely reflect the communities we serve. To this end we aim to:

- Maintain a balance of male and female members as well as members who identify as non-binary or transgender.
- Have a minimum of four members who are Welsh speakers (either fluent or advanced learners).
- Better reflect the ethnic diversity of our communities and have a minimum of five members from a Black, Asian or Minority Ethnic background.
- Increase the number of members from other protected or underrepresented groups, including those with a disability, those from the LGBTQ+ community and individuals from different socio-economic backgrounds and with different life experiences.

Recruitment

- All applications for appointment to our Board will be considered on merit with reference to the agreed person specification and the skills needs of the Board at the time.
- The recruitment process for Board members will reflect best practice. It will be open and transparent with opportunities to join the Board shared with the widest possible audience.

- In addition to using websites, social media and online business and community networks, the Board will directly engage with the different communities we serve.
- The Board will work with colleagues and other organisations across the sector to raise awareness of the role of college Governors.

Monitoring and Ongoing Review

- Each Board member will annually sign to affirm their commitment to the college's Core Values and the inclusive approach outlined in the Coleg Gwent Diversity Charter.
- The Board will agree a Diversity Action Plan and regularly review progress against it.
- The Board will annually review a report summarising its diversity profile and actions taken in relation to improving the diversity of its members.
- Information on Board diversity will be shared on the college website.
- This Board Diversity & Inclusion Statement will be reviewed annually and published on the college website.

Signed on behalf of the Board



Mark Langshaw MBE
Chair of Governors

Approved: 21 May 2024