

COLEG GWENT BOARD DIVERSITY STATEMENT

Approved 23 March 2023

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. A place where everyone belongs. As the Board of Governors, we believe it is essential for us to take the lead in demonstrating commitment to these values. We will provide effective oversight, foster inclusive practices and set a framework that attracts, protects, supports and celebrates diversity. All Governors will annually sign to affirm their commitment to the college's Core Values and the inclusive approach outlined in the Diversity Charter.



We recognise that inclusiveness is integral to achieving our Mission to '*Change Lives Through Learning*'. To support this, we need 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. We need the right mix of skills to fulfil our responsibilities in governing the college, but we also know that embracing a range of different backgrounds, experiences and perspectives will support the development of a dynamic and innovative Board equipped to make decisions that benefit all.

Whilst we recognise that with 22 Governors the Board is a relatively small group of people, by 2026 we aim to have a membership that more closely reflects the communities we serve. We commit to:

- Maintain a gender split that includes a good balance of men and women, as well as members who are non-binary or transgender.
- Recognise the importance of the Welsh Language and have a minimum of 4 members who are fluent or advanced learners.
- Reflect the ethnic diversity of our communities and increase the number of Governors from Black, Asian or Minority Ethnic backgrounds to a minimum of 5.
- Increase the number of Governors from other underrepresented groups, including those with a disability, those from the LGBTQ+ community and individuals from different socio-economic backgrounds and with different lived experiences.
- Monitor progress against the targets set out above and report publicly on the diversity of our Board.
- Review this Statement annually.

To help us achieve our targets, the Governance & Membership Committee will ensure that the recruitment process for Governors is open, transparent and continuously updated to reflect best practice. Information on opportunities to join our Board will be shared to the widest possible audience through the use of recruitment platforms and social media, as well as community, business and diversity networks. We will actively seek to engage with the different communities we serve and work with other colleges, board members, governance professionals and officials across the region to raise awareness of the role of college Governors.

All applications for appointment to the Board will be considered on merit against objective criteria. Recruitment will be informed by regular review of data on the diversity and skills profile of the Board. The Board will review an Annual Report from the committee that summarises its work and the actions taken in relation to improving and monitoring Board diversity. Information on Board diversity will be made publicly available on the college website.