



Cynefin Charter

Our Vision

We believe that every learner and staff member should feel a sense of belonging and connectedness - Cynefin. Our colleges will be places rooted in respect, where people feel safe to be authentic and are able to thrive.

Our Principles

- **A Right to Belong:** We acknowledge that a sense of Cynefin is fundamental to well-being, safety, happiness and success.
- **The Welsh Context:** We celebrate the unique cultural and linguistic identity of Wales, ensuring that the Welsh language and our diverse local heritage are central to our inclusive culture.
- **Intersectionality:** We recognise that individuals may experience multiple and overlapping forms of discrimination, and that we have a moral responsibility to address barriers to participation, wellbeing and success related to race, faith, disability, gender, sexual orientation, socio-economic circumstances and other personal or social characteristics.
- **Well-being and Anti-Racism:** We prioritise mental health, emotional safety, and holistic well-being as essential components of learning, working, and belonging. We recognise that experiences of discrimination, including racism, can have a profound impact on well-being and engagement, and we are committed to actively addressing these barriers.

Our Commitments

1. We will lead by example, ensuring that equity, diversity, and inclusion are embedded in our governance, strategic planning and policymaking - the golden thread in all that we do.
2. We will ensure our teaching and learning pedagogy reflects the rich diversity of modern Wales and the world, whilst recognising the importance of holistic well-being and inclusion and its impact on future success.
3. We will create an environment where our inclusive culture enables everyone to thrive and progress.
4. We will act as civic anchors, listening to, and working with our communities to foster social cohesion and respect.

Measuring Our Success

We will judge our progress not by our intentions, but by our impact. We commit to:

1. Setting clear, measurable equity, diversity and inclusion objectives monitored at Board level with progress against objectives evaluated in our annual reporting.
2. Using data to identify and close gaps in recruitment, retention, and attainment for learners.
3. Regularly seeking learner and staff voice to gauge and evaluate the genuine sense of Cynefin within our institution.

Signed: