

(From Part 2, Page 3 of Monitoring Diversity Guidelines from Continued Development diversity module)

SAMPLE DIVERSITY STATEMENT

The sample diversity statement below is adapted from the national IMB Diversity Statement. Individual IMBs might find it useful in developing their own statement which should appear at the beginning of their annual reports. In sum the statement should cover 3 points each of which is illustrated by the paragraphs below.

1. How the board defines & understands diversity (para 1)

2. How diversity relates to the board 'internally' – i.e. to its recruitment, skills and development practices (para 2).

3. How diversity relates to the board 'externally' – i.e. to its monitoring duties (para 3).

Ashley House IMB is committed to an inclusive approach to diversity which encompasses and promotes greater interaction and understanding between people of different backgrounds including race, religion, gender, nationality, sexuality, marital status, disability, age etc. We recognize that a fully inclusive approach to diversity must also respond to differences that cut across social and cultural categories such as mental health, literacy and drug addiction.

The board values this approach to diversity within its recruitment and board development practices to increase the repertoire of skills and awareness amongst its members of the diverse needs and perspectives of the population within HMP Ashley House (or IRC, or holding room).

All members of Ashley House IMB will undertake their duties in a manner that is accessible to everyone within the establishment regardless of their background or social situation. The board will monitor to establish that the experiences and interaction between staff, prisoners (or detainees) and visitors is fair and without prejudice. Where this is not the case the board will alert appropriate authorities and individuals including the governor, senior management, area manager and the prisons trustee.

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