

**September 2021**

Dear Colleague

## **Anti-racist and diverse recruitment practices in the FE sector**

As the FE sector's leading group of search and recruitment specialists, we are writing this joint letter to you as a sector leader to draw your attention to the attached collective statement that we have produced to support the development of open, inclusive and anti-racist recruitment practices in colleges.

Inspired and challenged by the Black FE Leadership Group's Ten Point Plan, we have spent much of this calendar year working in partnership with each other and the BFELG to shape a joint commitment to ensuring anti-racist and diverse recruitment practices are implemented across our activities as a matter of course.

Attached to this letter you will find a copy of our statement and the clear commitments we are making to the sector, our clients, our candidates and the wider FE workforce, leadership and governance communities.

The next step for this collaborative partnership is the development of our individual company action plans which will proactively address imbalances in diversity of leadership at all levels.

We look forward to working in continued partnership with you, to enhance opportunities and to develop leadership and governance that better reflects society and the sector.

With best wishes

**protocol**

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**Protocol**

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**Black FE  
Leadership  
Group**

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