****

**MTE Board diversity statement**

MTE recognises the value of diversity in the makeup of its Board of Directors. We acknowledge that increasing diversity, including skills, expertise, gender, race, disability, sex, religion or belief, age, marriage or civil partnership, pregnancy or maternity as well as culture, personality, life and work experience will benefit our work for the following reasons:

* A diverse Board contains a broader mix of skills, experience, knowledge and backgrounds, which should provide greater perspective in discussion and decision making. It should also enhance the Board’s resilience and increase flexibility in its approach to new challenges.
* A Board representing a demographical cross-section of contemporary society has the potential to bring fresh, new ideas in and prevent leadership stagnating.
* A more diverse range of Directors helps to ensure that MTE is fair and open in all our interactions with our stakeholders in pursuit of our charitable aims, for example in seeking opinion, delivering services and facilitating training.
* A diverse board can increase public confidence and accountability.

**Our approach to diversity**

* We have made sure that our Articles of Association set out the limitations on terms of service. Directors may serve a maximum of six years and are re-elected annually by the Council at AGM. This facilitates a regular turnover of personnel while ensuring adequate continuity and sufficient ongoing experience and familiarity of the business.
* We have a recruitment policy and a standard procedure for the recruitment of new Directors.
* We appoint a Nominations Committee which oversees all recruitment processes.
* We make sure that all new Directors are thoroughly inducted into the ethos and working practices of our organisation.
* All Director appointments are based on merit and according to need, with the skills required identified in advance.
* We work hard to place and share our job adverts in appropriate places where they are more likely to be seen by the people we want to attract. We also spend time on the wording of the job advert, the job description and person specification to make them appealing to a wide range of people.
* We have an out-of-pocket expenses policy to facilitate travel to and from meetings.