

Anti-racist action planning guidance and funding publication for colleges

Date: 07 October 2025

Reference: Medr/2025/22

To: Principals of further education colleges

Respond by: 14 November 2025 and 19 June 2026

Respond to: wa.inclusion@medr.cymu

More information: Savanna Jones | savanna.jones@medr.cymru

Theme: Anti-racism

This publication sets out the refreshed anti-racism planning guidance and funding for 2025/26 (April 2025 to July 2026).

Colleges will be allocated £21k for the period of April 2025 to July 2026, plus an additional £4k for the period August 2025 to July 2026.

Summary guidance: Anti-racist action planning

This refreshed Further Education College Anti-racist Action Planning Guidance has been informed by funding guidance issued by Welsh Government to ensure consistency and continuity.

This guidance makes direct reference to previous anti-racism guidance. It has been further developed by Medr to take account of the Welsh Government's [Anti-racist Wales Action Plan \(ARWAP\)](#) and the [2024 update](#).

We welcome the continued engagement of colleges with this work through their commitment to the actions in the ARWAP. In line with our values, we want to work collaboratively with the sector to support the delivery of the requirements of this guidance. You can contact the team at wa.inclusion@medr.cymru.

To ensure stability for colleges, and as we work with colleges on their collective contribution to the Welsh Government's [Anti-racist Wales Action Plan: 2024 update](#), we are allocating £21k funding to each college, for a sixteen-month period from April 2025 to July 2026. From 2026/27 funding will revert to a twelve-month academic year funding period. In 2025/26 we are also allocating an additional £4k, for the period August 2025 to July 2026, to enable colleges to take forward additional activity. Therefore, this guidance confirms an allocation to each college of £25k for anti-racism.

In our email to colleges in April 2025 we encouraged colleges to use the four-month period, from April to July 2025, to:

- self-assess their 2024-25 submissions to us;
- update their equality impact assessments;
- take account of the updated Anti-racist Wales Action Plan; and
- identify data-informed priorities for the college.

From July 2025 to July 2026, we expect colleges to:

- continue to take account of the Anti-racist Wales Action Plan 2022 to 2026;
- develop and extend their 2022-24 action plans, taking account of the ARWAP and corresponding advice from the Black Leadership Group;
- continue to identify and make progress with 2025/26 data-informed priorities; and
- engage with the anti-racist curriculum (Metaverse) project (and its evaluation).

Separately, in response to the 2025/26 one off allocation of £4k, we expect colleges to:

- engage with Welsh Government's self-assessment maturity matrix for the Anti-racist Wales Action Plan (attached as **Annex A**); and
- deliver relevant anti-racism related training, relevant to the college's needs, as identified through equality impact assessment and action planning.

Colleges' anti-racism action plans, should be 'live documents', regularly reviewed and updated as part of the college's annual strategic planning, risk and quality assurance processes.

Notes

Anti-racist policies, procedures and action plans should cover the full range of delivery offered by the College (FE based learners, apprenticeships, Job Growth Wales plus, adult learning and ESOL, teacher education and higher education as appropriate).

Where colleges are the lead partner in collaborative provision, they should involve delivery/consortia partners, staff, students and other experts with lived experience (as appropriate) in:

- shaping their vision, principles and values for anti-racism and
- further developing their anti-racist action plan.

Introduction

1. This funding and guidance builds on the progress made by colleges in 2022-2024 to become anti-racist and it is informed by previous guidance from Welsh Government and the support of the Black Leadership Group. The 2025/26 guidance aims to help colleges to further update their anti-racist action plans to:
 - contribute to the goals and actions of the Anti-racist Wales Action Plan to become an Anti-racist Wales;
 - make a positive and measurable difference to current and future learners/apprentices and staff;
 - develop actions informed by experts and practitioners, learners/apprentices and staff with lived experience of racism; and
 - demonstrate institutional leadership, commitment and energy to tackle racism in further education and secure culture change.
2. We recommend that colleges read this guidance alongside and in the same context as anti-racist action planning guidance for colleges published by Welsh Government.
3. The Welsh Government's ambitious anti-racist agenda is articulated in the [Anti-racist Wales Action Plan](#). We expect colleges' revised action plans to take account of the [revised Anti-racist Wales Action Plan](#).
4. We welcome the continued engagement of colleges with this work through their commitment to the actions in the ARWAP. In line with our values, we want to work collaboratively with the sector to support the delivery of the requirements of this guidance. You can contact the team at wa.inclusion@medr.cymru.
5. Welsh Government's Anti-racist Wales Action Plan's update has strengthened its emphasis on leadership and priority groups. It is expected that accountability for colleges' commitment to anti-racism will be overseen by the appropriate senior staff (Vice-Chancellors and Principals) and supported by governing bodies. It is also expected that colleges improve their engagement and support to the Gypsy, Roma and Traveller communities.
6. Medr has a strategic duty to promote equality of opportunity in tertiary education including as this relates to under-represented groups. Under-represented groups include people disadvantaged by social, cultural, economic and/or organisational barriers.
7. Medr will be consulting on its regulatory conditions of registration and funding which will include its staff and learner welfare and equality of opportunity conditions. The welfare condition includes a focus on staff and learner safety which, in this context, means freedom from harms including harassment, violence, misconduct and hate crime. Medr's regulatory powers will also place an expectation on tertiary providers to support equality of opportunity for learners as this relates to participation, retention, awarding gaps and progression to employment or starting a business. To support colleges' transition into the new regulatory and funding system, we are providing £4k additional funding in 2025/26 to enable them to undertake the Welsh

Government's self-assessment maturity matrix (see **Annex A**) and any college specific training identified through action planning and equality impact assessment.

Updating the action plan

8. This guidance relates to the period April 2025 to July 2026. From 1 August 2026 funding and monitoring will revert to an annual cycle, aligned to the further education academic year.
9. We expect colleges to take account of the revised Welsh Government Anti-racist Wales Action Plan: 2024 update actions in updating their action plans.
10. Colleges should update (as appropriate) the three components of their action plans as part of their reporting to us for the April 2025 to July 2026 period. These will include:
 - A. the strategic overview;
 - B. self-evaluation of the core actions for leadership; and
 - C. their anti-racist action plan.
11. Colleges will be expected to provide assurance that they are making progress against their strategic overview. Where there is a change from the original submission, we expect colleges to provide a summary explanation.
12. Colleges may choose to extend their 2025/26 action plans to July 2027 to recognise the need for ongoing and/or longer term activity. Where colleges decide to extend their plans we expect at least one year of planning is submitted to us.
13. We expect colleges' plans for progressing with their strategy to be led and directed by its Board and senior leaders. Board and senior leadership should ensure this work continues to be resourced adequately and that they remain accountable and responsible for driving cultural change through a whole college approach.
14. We encourage colleges to continue to take account of the original guidance from the Black Leadership Group, including the [Ten Point Plan](#). We are providing additional funding to support anti-racism training, as a priority for continuous professional development in 2025/26, recognising that training is Point Two in the Black Leadership Group Ten Point Plan.

Review and development

15. We expect review and development to be informed by an equality impact assessment underpinned by data and evidence. We reserve the right to call in equality impact assessments where we are unclear on the level of ambition and/ or focus of the plans.
16. We expect that the review and development of colleges' anti-racist action plans should be incorporated in colleges' annual review and development cycle to inform self-assessment, quality and continuous professional development, strategic

planning (including those aspects of the college's Strategic Equality Plan related to race/ ethnicity) and decision-making.

17. Progress against the anti-racist action plan should be monitored at team, senior management and Board level at least three times a year.
18. Additionally, learners, apprentices, staff and collaborative partners, critical friends with lived experience should be involved in updates, including to inform judgements about progress and to shape subsequent priorities and training needs.
19. In relation to data collection we will review the process this year with a view to consult any changes with you and to implement next year (2026/27).

Funding

20. Colleges will receive £21k for the 16-month period from April 2025- July 2026. Additionally, there is a 'one-off' allocation of £4k to complete the Welsh Government maturity matrix and college-specific training.
21. In response to the £21k funding we expect colleges to:
 - take account of the updated Anti-racist Wales Action Plan 2024-26;
 - update their action plans for at least 2025/26, recognising some may be to 2027;
 - update their equality impact assessments;
 - identify data-informed priorities ; and
 - engage with the anti-racist curriculum (Metaverse) project (and its evaluation).

Name of provider	Total allocation
Adult Learning Wales	£21,000
Bridgend College	£21,000
Cardiff and the Vale College	£21,000
Coleg Cambria	£21,000
Coleg Gwent	£21,000
Coleg Sir Gâr	£21,000
Coleg Y Cymoedd	£21,000
Gower College Swansea	£21,000
Grŵp Llandrillo Menai	£21,000
Grŵp NPT	£21,000
Merthyr College	£21,000
Pembrokeshire College	£21,000
St David's College	£21,000
Total – Pay as one line	£273,000

22. Separately, in 2025/26 an additional one-off payment of £4k will be provided to colleges to:
- complete and share with us a summary of the self-assessment outcomes using the Welsh Government's maturity matrix (**Annex A**), and
 - procure and/or deliver college-specific anti-racism related training.

Name of provider	Total allocation
Adult Learning Wales	£4,000
Bridgend College	£4,000
Cardiff and the Vale College	£4,000
Coleg Cambria	£4,000
Coleg Gwent	£4,000
Coleg Sir Gâr	£4,000
Coleg Y Cymoedd	£4,000
Gower College Swansea	£4,000
Grŵp Llandrillo Menai	£4,000
Grŵp NPT	£4,000
Merthyr College	£4,000
Pembrokeshire College	£4,000
St David's College	£4,000
Total – Pay as one line	£52,000

23. We expect colleges to provide us with assurance from Principals/ Chief Executives confirming that all funding provided has been utilised for the purposes set out in this guidance.
24. The full allocation of £25k will be issued to the colleges in **November 2025**, subject to submission of 2025/26 plans. We reserve the right to reclaim funding where plans or end of year monitoring is unsatisfactory.

Reporting arrangements

25. Colleges should send us a copy of their action plan for 2025/26 to wa.inclusion@medr.cymru by **Friday, 14 November 2025**. By this date, we will accept draft copies of plans which have not yet been signed off by the Board, with approved plans submitted before the end of December at the latest.
26. We expect colleges to submit:
- progress against 2025/26 Action Plans;
 - confirmation of completion and an outcomes summary using the maturity matrix;

- iii. monitoring template and a summary of training procured and/or delivered to Medr (wa.inclusion@medr.cymru) by **Friday, 19 June 2026**.

Further information and submissions

- 27. For further information please contact Savanna Jones (savanna.jones@medr.cymru).

Medr

Y Comisiwn Addysg Drydyddol ac Ymchwil
Commission for Tertiary Education and Research

www.medr.cymru

2 Cwr y Ddinas
Stryd Tyndall
Caerdydd
CF10 4BZ

2 Capital Quarter
Tyndall Street
Cardiff
CF10 4BZ



Noddir gan
Lywodraeth Cymru
Sponsored by
Welsh Government