



*'As each one does their part, we grow in love'*  
Ephesians 4 vs.16



## DIVERSITY AND THE GOVERNING BOARD

### Equality, Diversity and Inclusion on the Governing Board

The Department for Education (DfE) recognises that diversity is important and wants governing boards to be increasingly reflective of the communities they serve. The DfE now encourages schools to collect and publish diversity data about the board.

At Pimperne Primary we have decided to report on the age, gender, and ethnicity of our membership, based on the characteristics of our local community. Information is widely accessible to members of the school community and the public, via our school website.

Our Governing Board has opted to complete the diversity indicators evaluation separately to our annual skills audit, to focus on the matter as part of a wider conversation about diversity and inclusion.

Our aim as a school is to instil principles of equality, diversity, and inclusion (EDI). As a governing board we look at our representation. To bring different skills, knowledge, experience, perspectives, and approaches to the governing board – and to help ensure it is best placed to meet the needs of pupils, parents, and staff – we recognise it is essential that the right people are around the table. As a board we aim to attune to the lived experiences, understanding and insight of our community – in order that those making the decisions are aware of the pupil population and school community affected by them.

The principles of equality, diversity and inclusion are central to our school whether in relation to pupils, parents, staff, or general culture. We acknowledge that the role of governing boards is key to this as they set the ethos we wish to reflect throughout a school.

When recruiting to the Board of Governors, we will be able to focus on seeking individuals with the necessary skills and characteristics. EDI is essential to any school and starts with the governing board. We understand that a diverse board will provide an excellent foundation to ensure EDI is at the heart of a school culture and threaded through everything it does.