

Governing Board Diversity Evaluation (2023)

1. Gender	Number of board responses
Female	6
Male	6
Other gender identity	
Chose not to say	

Evaluation comments:

The Board has a balance of gender.

2. Age group	Number of board responses
18 to 40	3
41 to 60	1
61 or over	4
Chose not to say	4

Evaluation comments:

A range of age groups are covered by the Board.

3. Disability	Number of board responses
Disability requiring additional support and or adjustments	
Disability requiring no additional support and or adjustments	
No disability	7
Chose not to say	5

Evaluation comments:

There is disability across the pupil population and therefore the Board need to consider representation in the future

4. Sexual orientation	Number of board responses
Bisexual	
Gay or Lesbian	
Straight/Heterosexual	8
Other sexual orientation	
Chose not to say	4

Evaluation comments:

There does not appear to be much diversity here on the board, however this should be discussed by the Board.

5. Ethnic group	Number of board responses
Asian or Asian British	
Bangladeshi	
Chinese	
Indian	
Pakistani	

Any other Asian background	
Black, Black British, Caribbean or African	
African background	
Caribbean	
Any other Black, Black British or Caribbean background	
Mixed or Multiple ethnic groups	
White and Asian	
White and Black African	
White and Black Caribbean	
Any other Mixed or Multiple background	
White	
English, Welsh, Scottish, Northern Irish or British	7
Gypsy or Irish Traveller	
Irish	
Roma	
Other ethnic group	
Arab	
Any other ethnic group	
Chose not to say	5

Evaluation comments:

There is little diversity in this respect on the Board. Therefore, lived experience is not as rich as it could be. The Board may need to discuss the relevance for future consideration.

6. Religion	Number of board responses
Buddhist	
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	5
Hindu	
Jewish	
Muslim	
Sikh	
No religion	1
Any other religion	
Chose not to say	6

Evaluation comments:

The Board predominantly represents the faith profile of our school community and population. However, the Board may wish to consider the value of increasing this diversity.

7. Proximity to the school or trust	Number of board responses
Less than 1 mile (walking distance)	4
2 to 5 miles (up to 10 minute drive)	1
6 to 15 miles (up to 30 minute drive)	2
16 to 40 miles (up to 1 hour drive)	
More than 40 miles	

Chose not to say	5
------------------	---

Evaluation comments:

A range from the immediate locality as well as the community that populates our school.

8. Experience of school as a parent or carer	Number of board responses
I am a parent or carer of a child/children currently of school age	4
I am a parent or carer of a child/children who have completed their education	3
I am not a parent or carer	3
Chose not to say	2
Further comments on parental experience	

Evaluation comments:

A range and good engagement from current parent governor places on the Board

9. Type of school attended	Number of board responses
State-run or state-funded school	4
Independent or fee-paying school	3
Attended school outside the UK	
Chose not to say	5
Other type of education setting	

Evaluation comments:

A range of educational backgrounds across the board

10. Experience of the care system	Number of board responses
Looked after/in the care of the local authority during all or some of my period of school education	
Not looked after/in the care of the local authority	7
Chose not to say	5

Evaluation comments:

The Board may have a lack of lived experience in the care system. However, a number of courses and conferences are engaged in regularly to learn more about the needs and adaptations for provision that the school could draw upon

11. Continued education after leaving school	Number of board responses
Further education (sixth form/college)	
Higher education (university)	6
Apprenticeship route	
Did not continue education	1
Chose not to say	5

Evaluation comments:

A range of experiences.

12. Eligibility for free school meals	Number of board responses
Eligible	
Not eligible	6
Don't know	
Not applicable	
Chose not to say	6

Evaluation comments:

The school has a very low proportion of pupils who are eligible for pupil premium, however the board lacks lived experience of claiming or being in receipt of free school meals. The Board may need to discuss the relevance for future consideration.

Further comments:

The Governing Board will need to consider future appointments to the Board with care and be aware of:

- *Opportunities to increase board diversity or address diversity issues raised here*
- *The potential need to use targeted recruitment to address gaps in experience and diversity*
- *Developing and adapting board practices to ensure full participation*
- *Prioritising training and awareness-raising in identified areas*
- *Seeking wider advice and perspectives on current and upcoming opportunities and risks in order to address potential 'blind spots'*