Governance Diversity Data

Introduction

DfE updated their guidance of what information must be published on the Trust website to include the publishing of governing board diversity data. This relates to Trustees and local governors.

The DfE guidance states:

'Diversity is important and we want governing boards to be increasingly reflective of the communities they serve. We encourage academy trust boards to collect and publish diversity data about the Trust board and any local governing body. Information should be widely accessible to members of the school community and the public. Board members can opt out of sharing their information, including protected characteristics, at any given time, including after publication. The trust will ensure that individuals cannot be identified through the publication of data, particularly when board member levels are low.

Trustees and Governors were asked to support in the collation of the Board and Local Governing body diversity data. A Microsoft form was sent to Trustees and Governors at the beginning of June and whilst we are asked for LGB names or detail of whether you sit on the BDAT Board, they were reassured that data will not be published online.

Background

A total of 113 responses have been received out of 175. The has given a response rate of 65%, compared to 70% in 2021 when we received 119 out of 171.

Key Findings

- 58% of respondents are women compared to 67% in 2021

- The most common age range of respondent's is between 40 – 54 and then at 65 -69.

- 85% of respondent's ethnic background are white (English, Welsh, Scottish, Northern Irish, Irish, British, Gypsy or Traveller) compared to 79% in 2021.

- 10% of respondents have a disability, compared to 15% in 2021.

- 2% of respondents confirm they are from LGBT compared to 5% in 2021.

- 55% of respondents are Christian compared to 56% in 2021.

Next Steps

- Publish diversity data online

- Share the report with Local Governing Bodies

- Include in the next Chairs meeting

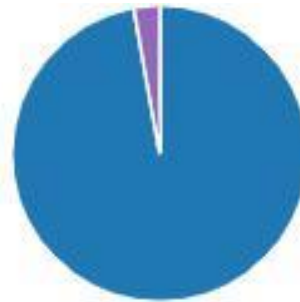- Repeat activity in 2024 using GovernorHub

Gender

- Man
- Woman
- Non-binary
- Prefer not to say
- Other
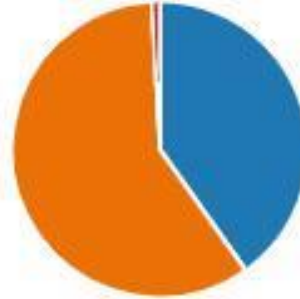
Gender Identity

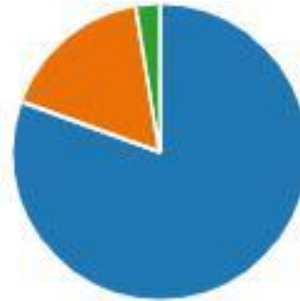|	
Not applicable	103
Transsexual	0
Transgender	0
Intersex	0
Prefer not to say	3

Gender identity the same as the gender assigned at birth

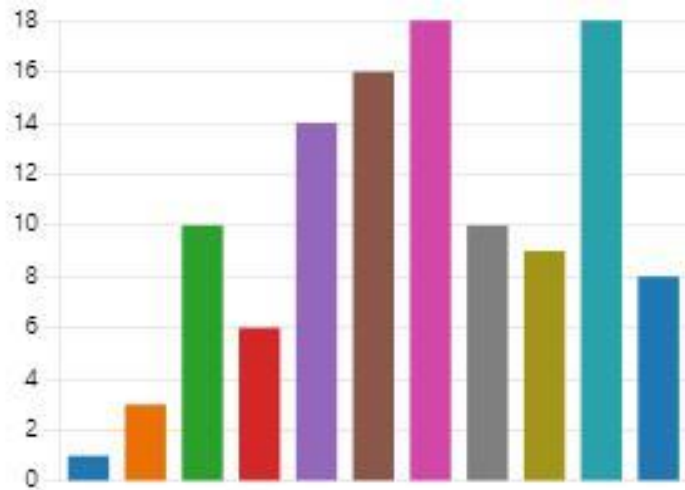|	
Yes	112
No	0
Prefer not to say	1

Marital / Civil Partnership Status

🔵	Yes	91
🟠	No	19
🟢	Prefer not to say	3

Age

🔵	18-24	1
🟠	25-29	3
🟢	30-34	10
🔴	35-39	6
🟣	40-44	14
🟤	45-49	16
🩷	50-54	18
⚫	55-59	10
🟡	60-64	9
🔵	65-69	18
🔵	70+	8

Ethnicity

🔵	White (English, Welsh, Scottish, …	86
🟠	Mixed / Multiple Ethnic Groups	1
🟢	Asian / Asian British	16
🔴	Black / African /Caribbean / Blac…	6
🟣	Other Ethnic Group	1
🟤	Prefer not to say	1
🩷	Other	1
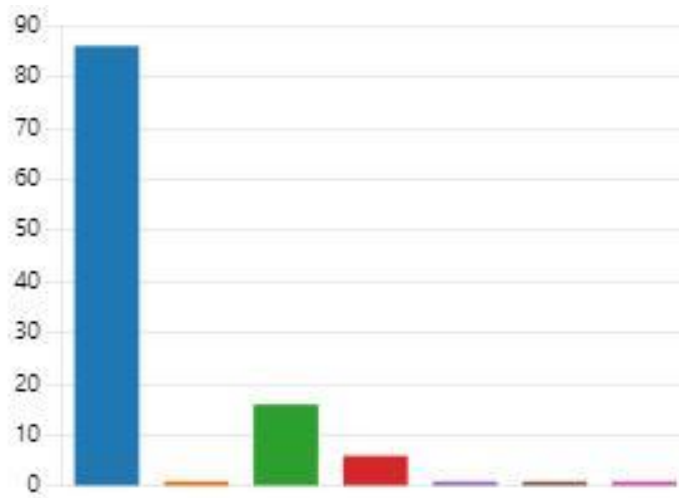
Disability or health condition

🔵	Yes	11
🟠	No	10 0
🟢	Prefer not to say	2
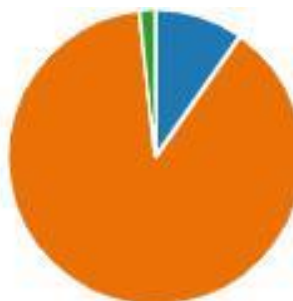
Sexual orientation

🔵 Heterosexual	109	
🟠 Gay	2	
🟢 Lesbian	0	
🔴 Bisexual	0	
🟣 Prefer not to say	1	
🟤 Other	0	
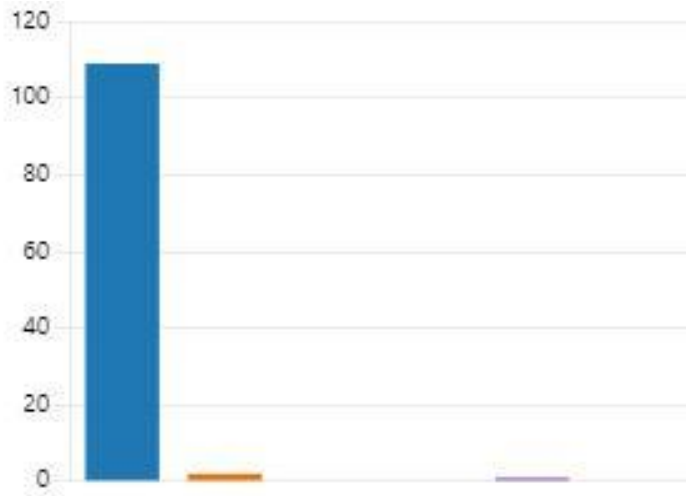
Religion or Belief

🔵 No religion or belief	28	
🟠 Buddhist	0	
🟢 Christian	63	
🔴 Hindu	0	
🟣 Jewish	0	
🟤 Muslim	17	
🩷 Sikh	0	
⚪ Prefer not to say	2	
🟡 Other	2	