



DERBY CITY COUNCIL

## MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 7 April 2005

Report of the Director of Education

### Recruitment of Black and Minority Ethnic School Governors

#### RECOMMENDATION

1. To help identify and encourage members of the black and minority ethnic communities to become school governors in Derby City schools.

#### SUPPORTING INFORMATION

- 2.1 Derby City Education Service are responsible for recruiting LEA governors to Derby City Schools.
- 2.2 All governing bodies include a number of LEA governors, generally two or three in total. Originally political appointments, LEA governors no longer have political affiliations.
- 2.3 Within the city we currently have a total of 44 LEA governor vacancies out of a total 274 LEA governor places. Some of these are at schools, which are on the priority schools list. Schools in Special Measures can also have two additional LEA governors appointed.
- 2.4 Ofsted monitor the percentage of LEA governors from black and minority ethnic communities to check they reflect the racial mix within the city.
- 2.5 Within the city we have 22% of pupils from the black and minority ethnic communities, of whom 13% have English as an additional language (2004 figures).
- 2.6 We have started to request that school governors complete ethnicity monitoring forms so that we have this information on our governors' database. We started this in September 2004 and have approximately half of the 1300 governors' forms back and we are currently chasing up the remaining governors. We estimate that currently 7% of our LEA governors are from black and minority ethnic communities.
- 2.7 We are keen to increase the number of black and ethnic minority governors in the city and would welcome MECAC members' views on ways we could do this.

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**Background papers:** Recruitment pack  
**List of appendices:**

## IMPLICATIONS

### Financial

1. The only costs would be in the provision of recruitment packs which we could send to prospective governors. These would be funded from the Governor Support budget.

### Legal

2. The Race Relations (Amendment) Act 2000 expects schools to take positive steps to eliminate barriers to achievement and to promote good race relations between ethnic groups.

### Personnel

3. None.

### Equalities Impact

- 4.1 The recruitment of black and ethnic minority governors would raise awareness of cultural and diversity issues and understanding between different groups. The recruitment of these governors would also contribute to raising pupils' self-esteem, confidence and standards of attainment.

### Corporate Objectives and Priorities for Change

- 5.1 This work links to the Council's objectives of providing a diverse, stimulating and high quality learning environment and to a shared commitment to regenerating our communities.
- 5.2 The recruitment of governors contributes to a number of key priorities to support the vision for the Education Service. These include:
  - Strong and positive neighbourhoods with good local services, where people feel safe and there are strong relationships within and between communities.
  - Protecting and supporting people – through social, education, housing and health care services working together to protect vulnerable adults and children, reduce health inequalities and help people live independent lives in the way they choose.