



DERBY CITY COUNCIL

## WOMEN'S ADVISORY COMMITTEE 12 April 2005

Report of the Director of Education

### Recruitment of School Governors

#### RECOMMENDATION

1. To help identify and encourage women to become school governors in Derby City schools, particularly from black and minority ethnic communities.

#### 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 governor vacancies and also the percentage of 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). We estimate that currently 7% of our LEA governors are from black and minority ethnic communities. Relatively few of these are women.
- 2.7 We are keen to increase the number of women school governors, particularly from the black and ethnic minority communities in the city and would welcome WAC members' views on ways we could do this.

**For more information contact:** Sian Hoyle / 01332 716934 / [sian.hoyle@derby.gov.uk](mailto:sian.hoyle@derby.gov.uk)  
**Background papers:** Recruitment pack  
**List of appendices:**

<b>IMPLICATIONS</b>
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**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 more women as governors, particularly from black and ethnic minority communities 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.