



London Borough of Enfield

Report Title	School suspensions and diversity in local school governance <ul style="list-style-type: none">To update the board on the current picture and school level data.To provide information on how decisions made to increase diversity of representation in local school governance.
Report to	<i>Equalities Board</i>
Date of Meeting	<i>8.11.2023</i>
Cabinet Member	<i>Cllr Abdul Abdullahi</i>
Executive Director / Director	<i>Tony Theodoulou – Executive Director People’s Department. Peter Nathan – Director of Education</i>
Report Author	<i>Sujal Zaveri sujal.zaveri@enfield.gov.uk</i>
Ward(s) affected	<i>All</i>
Classification	<i>Part 1 Public</i>
Reason for exemption	

Purpose of Report

To update the board on the current picture of suspensions/exclusions and diversity on governing boards.

To provide a summary of actions currently undertaken to improve diversity and awareness of the need for diversity.

Main Considerations for the Panel

Although diversity has always been a highlighted issue when recruiting to a governing board, the murder of George Floyd in 2020 resulted in accelerated action. We were one of the first borough to respond and arrange training to increase awareness and promote racial inequality.

Our current data is based on figures provided to us by GovernorHub(portal) (Appendix A) who are currently unable to share the response rate/sample size. This system only provides current information therefore to measure any improvement we will need to take regular snapshots of this in the future. The data for 2022 was obtained by us by manual collation of the responses.

One limitation on the current data set is the sample size as it is different for the years in question. (Due to many governors not completing their profile data)

Moving forward this will be encouraged and hopefully we will have a larger sample.

Background and Options

Enfield facilitated training and various other strategies to ensure a fairer community and better outcomes for children.

1. Training

- (a) Session with National Black Governors Network
Enfield was one of the first boroughs to invite Sharon Warmington from the Black Governors Network to undertake a session on recruiting Black Governors. This was well attended and we also invited another borough for cost savings.

[Welcome to the National Black Governors Network \(NBGN\)](#)

- (b) Workshop with Chairs
10 chairs across Primary, Secondary and Special School met to discuss training needs on Unconscious Bias.

Training on Unconscious Bias and Anti-Racism

Enfield facilitated the work but we collaborated with two other boroughs to reduce costs and arranged a series of three sessions with Pran Patel, External Anti-Racism Educator, which were well received.

- (c) Behaviour Leads Training workshop
The Secondary School Behaviour Leads Training included governors. They were chosen as leads who would be part of future panels.
- (d) Annual Exclusion Training
We have ensured that our training includes references to diversity and links with Behaviour. Our trainers are diverse so they can provide a diversity of thought and this has increased our attendance.

Collaborating with other boroughs has ensured that we open our hearts and minds and enabled governors to network widely.

2. Increased our profile nationally

The Enfield Governance Manager held a session for Governors for Schools on diversity.

[Conference 2021 speakers - Governors for Schools](#)

3. Recruitment

Videos of diverse governors for our recruitment campaigns; approach community groups e.g., churches.

Work closely with Chairs and HT's to recruit governors and highlight any needs to ensure they are aware of their GB profile.

4. Agendas

Diversity is an agenda item and governing boards are encouraged to have a link governor for diversity.

5. The Code of Conduct includes the following reminder:

We will have regard to our responsibilities under [The Equality Act](#) and will work to advance equality of opportunity for all.

6. Panels

When forming exclusion panels governor services endeavours to encourage governing bodies to ensure they are diverse.

7. Information

We use the portal Governor Hub which is linked with the Key and articles and information are regularly shared through these sites.

8. Data

Our current data is based on figures provided to us by GovernorHub(portal)(Appendix A) who are currently unable to share the response rate/sample size. This system only provides current information therefore to measure any improvement we will need to take regular snapshots of this in the future. The data for 2022 was obtained by us by manual collation of the responses.

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Comparing 2022 with 2023 the following is highlighted

Number of Black Governors seems to have increased from

Ethnicity	Governors	Governors	London Borough of Enfield pupil
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	2022 (Sample size: approx. 20%)	2023 (Sample size: unknown)	population2022/23 (for comparison)
Black, Black British, Caribbean, or African	8%	17%	22%
Asian or Asian British	10%	14%	6%
Mixed or Multiple ethnic group	5%	4%	12%
Prefer not to say	9%	1%	n/a
Other ethnic group	1%	1%	6%
English/British	67%	63%	49%

Analysis

The number of Black governors has increased significantly but the number of people who ticked 'prefer not to disclose' has reduced by 8%. This could indicate an increased awareness and confidence in participation of diversity surveys and could also indicate an increase in Black and Asian governors.

9. Future

Focus on recruitment to ensure all governing boards reflect the community they serve.

Currently we are in the process of arranging modules on racial diversity with a consultant.

Relevance to Council Plans and Strategies

All the strategies mentioned above are in line with the Fairer Enfield Objective to reduce racism-by encouraging diverse governors to ensure diversity of thought and action.

Report Author: Sujal Zaveri
 Governance Manager
 Sujal.zaveri@enfield.gov.uk
 0208 132 2772

Appendices GovernorHub Diversity Report dated October 2023