Children and Young People Select Committee				
Report Title	Report on the diversity of governing bodies			
Key Decision	No		Item No.	8
Ward	All			
Contributors	Executive Director for Children and Young People Head of Law			
Class	Part 1	Date:	18 November 2015	

1. Summary

1.1 The Children and Young People Select Committee was presented with information on the diversity of governing bodies in Lewisham schools on 27 January 2015 by the Executive Director. At that time the returns from schools were disappointing, and the data was incomplete with over 75% of governors ethnicity unknown (see table 5 in Annexe 1).

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1.2 Subsequent to that meeting and in response to the Select Committee's concerns, work has been undertaken to gather a fuller picture of the diversity of governing bodies in Lewisham schools and the extent to which they reflect the local community.

2. Purpose

2.1 To provide the Children and Young People Select Committee with updated information in relation to the diversity of governing bodies in Lewisham.

3. Recommendation

3.1 To comment on and note this report.

4. Policy Context

4.1 Lewisham's Children & Young People's Plan sets out our vision for improving outcomes for all children. The main purpose of a governing body is to account for the achievement of children and young people in their schools.

4.2 The appointment of governors supports the broad priorities within Lewisham's Sustainable Community strategy, in particular those of being "ambitious and achieving" and "empowered and responsible". Governors

help inspire our young people to achieve their full potential and they also promote volunteering which allows them to be involved in their local area.

4.3 Two specific corporate priorities that are relevant pertain to “community leadership and empowerment” and “young people’s achievement and involvement”. The specific subject of this report, namely the diversity of governing bodies, relates to the council’s aims of promoting equality, combating discrimination and also closing the attainment gap for underachieving groups.

5. Background

5.1 Lewisham has 88 schools including nursery, primary, secondary, special, all through, academies and a pupil referral unit.

5.2 There are 77 governing bodies in Lewisham and 1180 governors. The number of governing bodies is lower than the total number of schools because when schools come together to form a hard federation of two or more schools, they move from having individual school governing bodies to one governing body for the federation. There are eight federations in Lewisham.

5.3 The Governors’ Services Team in the CYP Department wrote to all governors in the summer term 2015 via the governors information pack to remind them that in addition to having a balanced and appropriate skills base, a governing body should reflect the community it serves and that governors should reflect on this and take it into account when appointing new members to the governing body. .

5.4 Governors’ Services also informed governors that Lewisham Council is particularly keen for governing bodies to reflect the ethnic diversity of the borough and reminded them that we needed to update our database to obtain accurate information on the ethnic composition of school governors in Lewisham.

5.5 Governors clerks, both internal to Lewisham and external, were asked to add the item to all governing body meeting agendas in the Summer Term 2015 and were provided with revised monitoring forms and pre-paid return envelopes for governors to return their completed monitoring forms to the Governors’ Services team. A reminder was sent to governors in the Autumn Term governor information pack to complete and return their monitoring forms and individual personalised letters were sent to all governors who had information missing on the Governors’ Services database in relation to diversity.

5.6 Table 5 in Annexe 1 highlights that in January 2015, only 25% of governors had their ethnicity recorded. Table 6 in Annexe 1 highlights that in October 2015, as a result of the efforts above, ethnicity is now recorded for 61% of governors. While we would wish this figure to be still higher, this represents significant progress. It needs to be born in mind to that whilst we can encourage and recommend governors to supply the information requested they are not obliged to do so. We will however, continue to request information where it is missing.

5.7 Table 1 and 2 in Annexe 1 highlight a range of borough demographics. Approximately 27% of residents in Lewisham based on the 2011 Census ONS, come from black heritage backgrounds and 46% when you include black and other ethnic backgrounds. In addition borough demographics indicate that approximately 54% of residents are white, 51% of residents are women and 49% of residents are men.

5.8 Table 4 and 5 in Annexe 1 highlight a range of borough governor demographics. From the data we currently hold, 19% of governors come from black heritage backgrounds, indicating a significant under-representation of this ethnic group on governing bodies, given that 27% of the wider population falls into this group. 33% of governors are men, 58% of governors are female and 9% are unknown currently, indicating an under representation of men on governing bodies when compared with the borough demographics.

5.9 It does need to be noted that governors are volunteers and the direction of travel by the Department for Education in its advice and guidance on governing bodies and its membership has, since 2012, focused on moving away from a stakeholder model of representation, for example the former category of community governor has been replaced by the co-opted category.

5.10 In addition, The School Governance (Constitution) (England) Regulations 2012, as amended, create an explicit requirement that all appointed governors have the skills required to contribute to effective governance and the success of the school. The specific skills that governing bodies need to meet their particular challenges will vary. It is therefore for governing bodies and other appointing persons to determine in their own opinion, having regard to the guidance, what these skills are and be satisfied that the governors they appoint have them. They may interpret the word skills to include personal attributes, qualities and capabilities, such as the ability and willingness to learn and develop new skills.

5.11 As good practice, governing bodies should also consider that a knowledge of the local community and the challenges that children face as well as cultural issues is important to the effectiveness of the school.

5.12 Governing bodies in Lewisham do broadly reflect the community in Lewisham. However from the data captured to date, there is under-representation of black and ethnic minority groups and of men. The Governors Services team will continue to encourage governing bodies to consider this factor when making appointments.

5.13 To begin to address the issues indentified above we aim to work closer with organisations such as the School Governors One Stop Shop (SGOS) where we will ask, in addition to specific skills requested by governing bodies, to be provided with applications from applicants from the ethnic groups under represented, and from men. We will also interrogate the data further to understand whether men are underrepresented in any particular category of governor as an indication of causality.

5.14 With the very limited resources available, it is not possible to undertake local governor recruitment campaigns or fund community groups in this area of work. It is best therefore to bolt onto existing initiatives such as the Civic Leadership Programme, a partnership between Lewisham Council and Operation Black Vote, to encourage more people from black and minority ethnic backgrounds to get active in civic and political life including becoming a school governor. The Civic Leadership programme is currently looking at the six different areas of public life below:

- education – school governors
- health – health board of Lewisham and Greenwich NHS Trust
- local government – councillors
- policing – safer neighbourhood panels
- criminal justice system – magistrates
- the voluntary sector – trustees

6. Financial implications

6.1 There are no direct financial implications arising from this report.

7. Legal implications

7.1 The Equality Act 2010 (the Act) introduced a new public sector equality duty (the equality duty or the duty). It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

7.2 In summary, the Council must, in the exercise of its functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

7.3 The duty continues to be a “have regard duty”, and the weight to be attached to it is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. It is not an absolute requirement to eliminate unlawful discrimination, advance equality of opportunity or foster good relations.

7.4 The Equality and Human Rights Commission has recently issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled “Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice”. The Council must have regard to the statutory code in so far as it relates to the duty and attention is

drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at: http://www.equalityhumanrights.com/legal-and-policy/equality-act/equality-act-codes-of-practice-and-technical-guidance/

7.5 The Equality and Human Rights Commission (EHRC) has previously issued five guides for public authorities in England giving advice on the equality duty:

1. The essential guide to the public sector equality duty
2. Meeting the equality duty in policy and decision-making
3. Engagement and the equality duty
4. Equality objectives and the equality duty
5. Equality information and the equality duty

7.6 The essential guide provides an overview of the equality duty requirements including the general equality duty, the specific duties and who they apply to. It covers what public authorities should do to meet the duty including steps that are legally required, as well as recommended actions. The other four documents provide more detailed guidance on key areas and advice on good practice. Further information and resources are available at: http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/

8 Crime and Disorder Implications

8.1 There are no specific crime and disorder implications arising from this report.

9. Equalities Implications

9.1 Lewisham Council's policy is to encourage all sections of the community to be represented as Local Authority governors. In particular, we would encourage further representation from the black community and minority groups including disabled people, who are currently under-represented as governors. The numbers of governors in these groups is kept under review

10. Environmental Implications

10.1 There are no specific environmental implications arising from this report.

11. Conclusion

11.1 Governors' Services will continue to keep this aspect under review and make efforts to obtain as much information from governors on their ethnicity.

11.2 In the Spring Term 2016, the governors information pack will provide feedback to governors on the latest data as reported in this report and remind governing bodies that in addition to having a balanced and appropriate skills base, a governing body should reflect the community it serves and that governors should reflect on this and take it into account when appointing new members to the governing body. Furthermore, governing bodies should also consider that a knowledge of the local community and the challenges that children face as well as cultural issues is important to the effectiveness of the school.

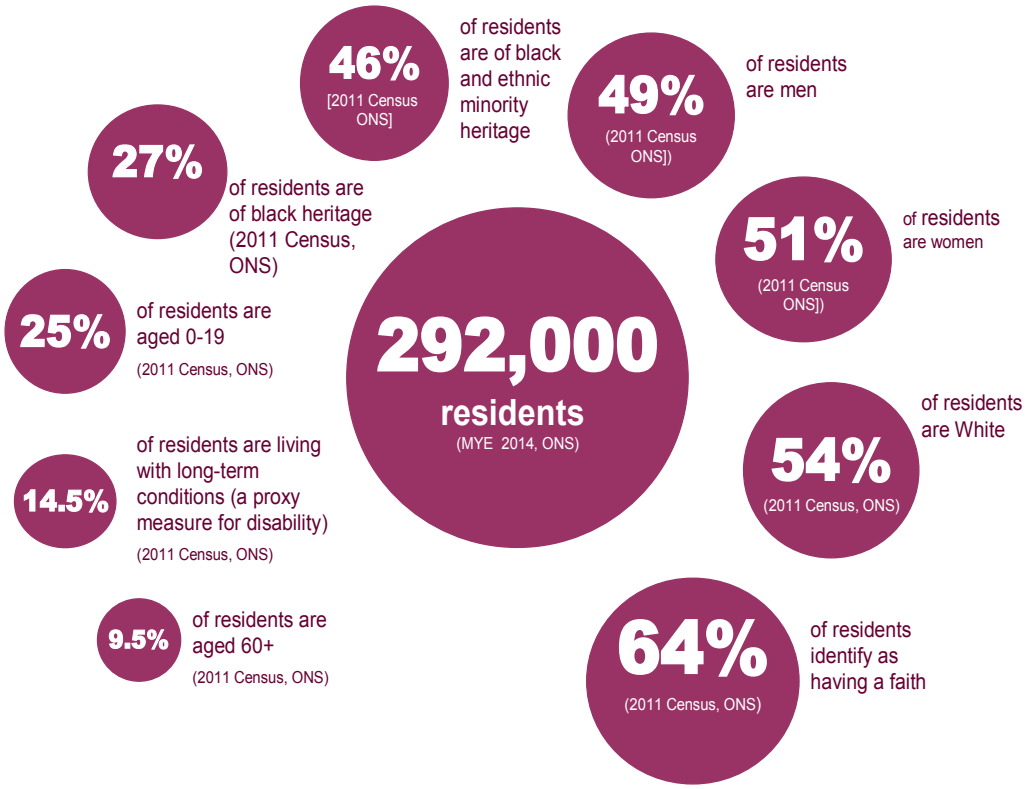
Background Documents

There are no background papers.
If there are any queries arising from this report, please contact Suhaib Saeed, Strategic Lead Governors' Services and School Leadership, Governors' Services, 3rd Floor, Laurence House, telephone 020 8314 767

Annexe 1

Lewisham Borough and Governors Diversity Report
November 2015

Table 1 Lewisham borough demographics Table – 2011 Census, ONS



borough demographics

Lewisham

Table 2 Lewisham Residents by Ethnic Group
Source: 2011 Census, Office for National Statistics

All Lewisham Residents	Number	Percentage
White British	114,446	41.48%
White Irish	5206	1.89%
White Gypsy or Irish Traveller	208	0.08%
White other	27826	10.09%
White and Black Caribbean	8539	3.10%
White and Black African	3559	1.29%
White and Asian	3045	1.10%
Other mixed	5329	1.93%
Indian	4600	1.67%
Pakistani	1596	0.58%
Bangladeshi	1388	0.50%
Chinese	6164	2.23%
Other Asian	11786	4.27%
Black African	32025	11.61%
Black Caribbean	30854	11.18%
Black other	12063	4.37%
Arab	1456	0.53%
Other ethnic group	5795	2.10%
Total	**275,885**	**100.00%**

Table 3 Lewisham Residents by Ethnic Group Graph

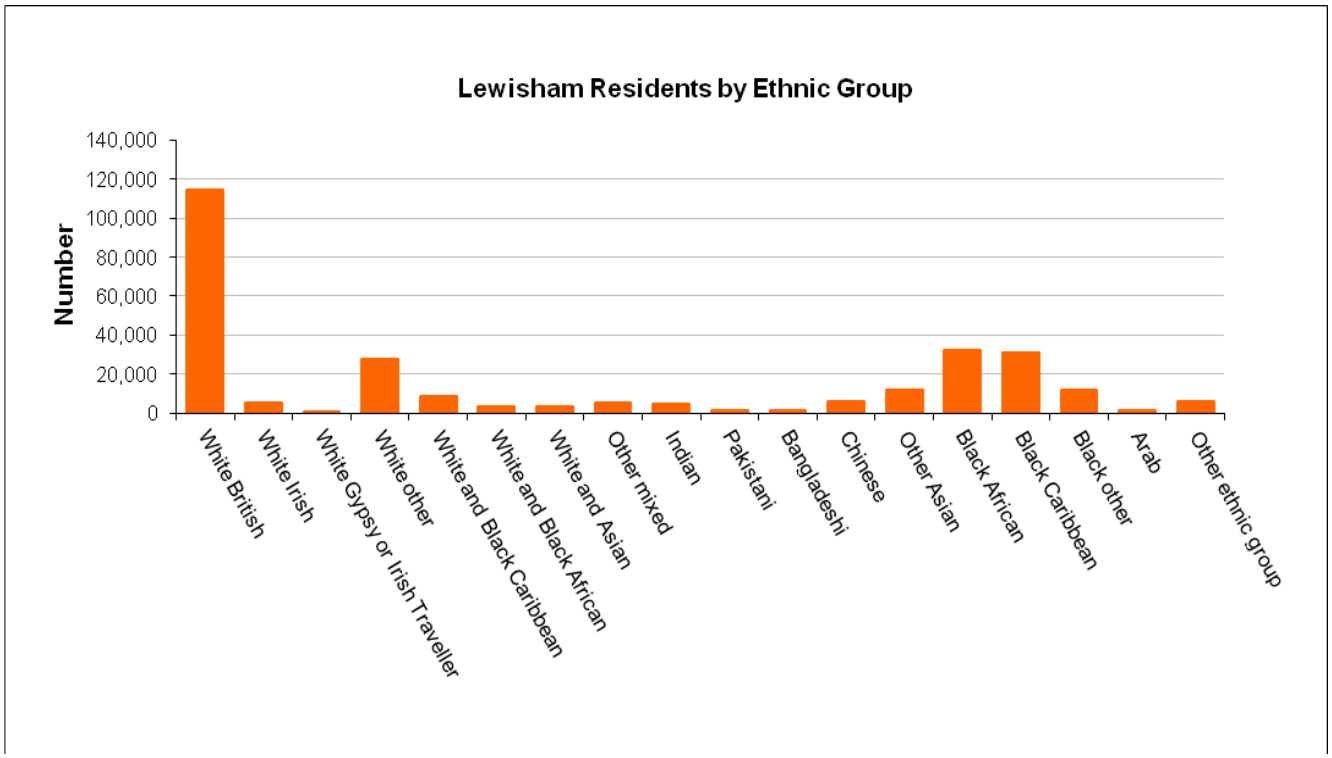
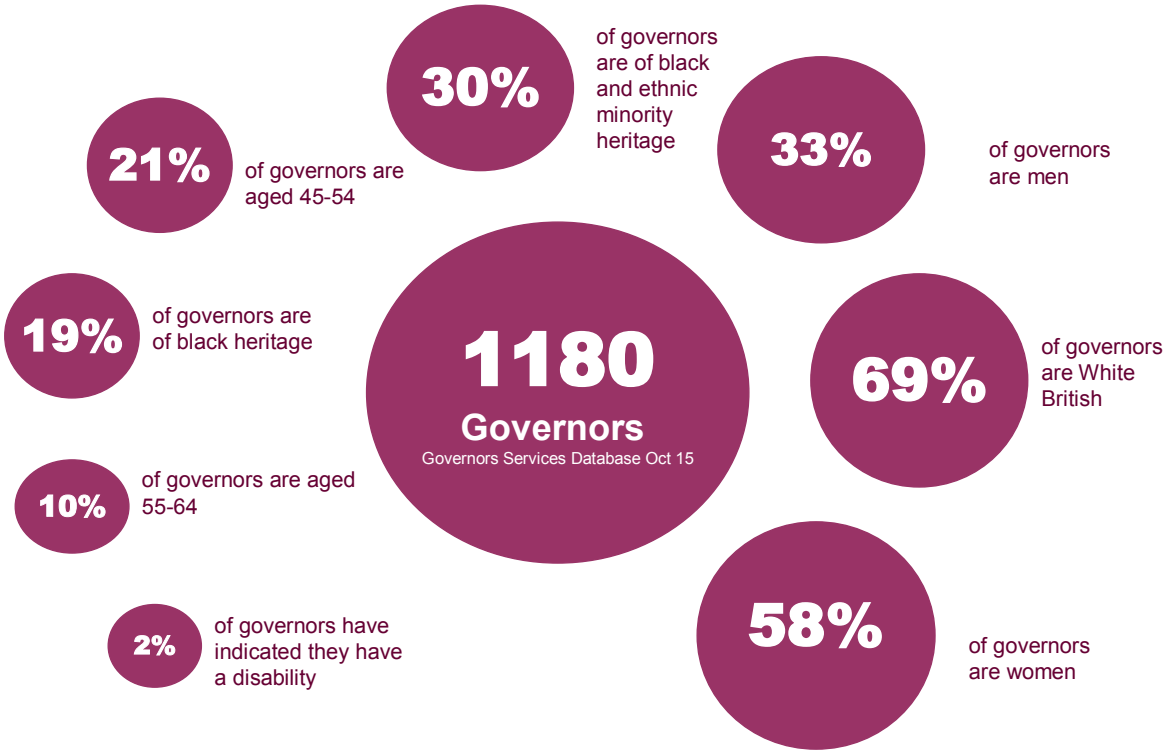


Table 4 Lewisham Governors Demographics – Oct 2015



borough governor demographics

Lewisham

Table 5 Lewisham Governors Ethnicity Table – January 2015

Ethnicity	Number	% of total	% of known
Asian or Asian British Indian	4	<1%	1%
Black or Black British Caribbean	36	3%	12%
Black or Black British African	21	2%	7%
Mixed-white Black background	6	1%	2%
White British and Irish	220	18%	73%
White European	6	1%	2%
Any other white background	9	1%	3%
Unknown	893	75%	
TOTAL	1195		

Table 6 Lewisham Governors Ethnicity Table – October 2015

Ethnicity	Number	%of total	% of known	% of known grouped
Asian or Asian British Bangladeshi	3	0%	0%	
Asian or Asian British Indian	5	0%	1%	
Asian or Asian British Pakistani	5	0%	1%	
Any Other Asian Background	2	0%	0%	
Black or Black British African Somali	**11**	**1%**	**2%**	
Black or Black British Caribbean	**79**	**7%**	**11%**	
Black or Black British Other Black African	**37**	**3%**	**5%**	
Any Other Black Background	**9**	**1%**	**1%**	**} 19%**
Chinese	0	0%	0%	
Mixed White and Asian	1	0%	0%	
Mixed White and Black African	1	0%	0%	
Mixed White and Black Caribbean	3	0%	0%	
Any Other Mixed Background	11	1%	2%	
White - British	**503**	**44%**	**69%**	**} 69%**
White - Traveller of Irish Heritage	1	0%	0%	
White British	0	0%	0%	
White European	5	0%	1%	
White Irish	0	0%	0%	
White Traveller of Irish Heritage	0	0%	0%	
White Turkish/Turkish Cypriot	1	0%	0%	
Any Other White Background	22	2%	3%	
Any Other Ethnic Background	5	0%	1%	
Prefer not to say	20	2%	3%	
Total	724		**100%**	
Unknown	**125**	**11%**		
Any others not listed	**331**	**28%**		**} 39%**
TOTAL	**1180**	**100%**		

Table 7 Lewisham Governors Ethnicity Graph – October 2015

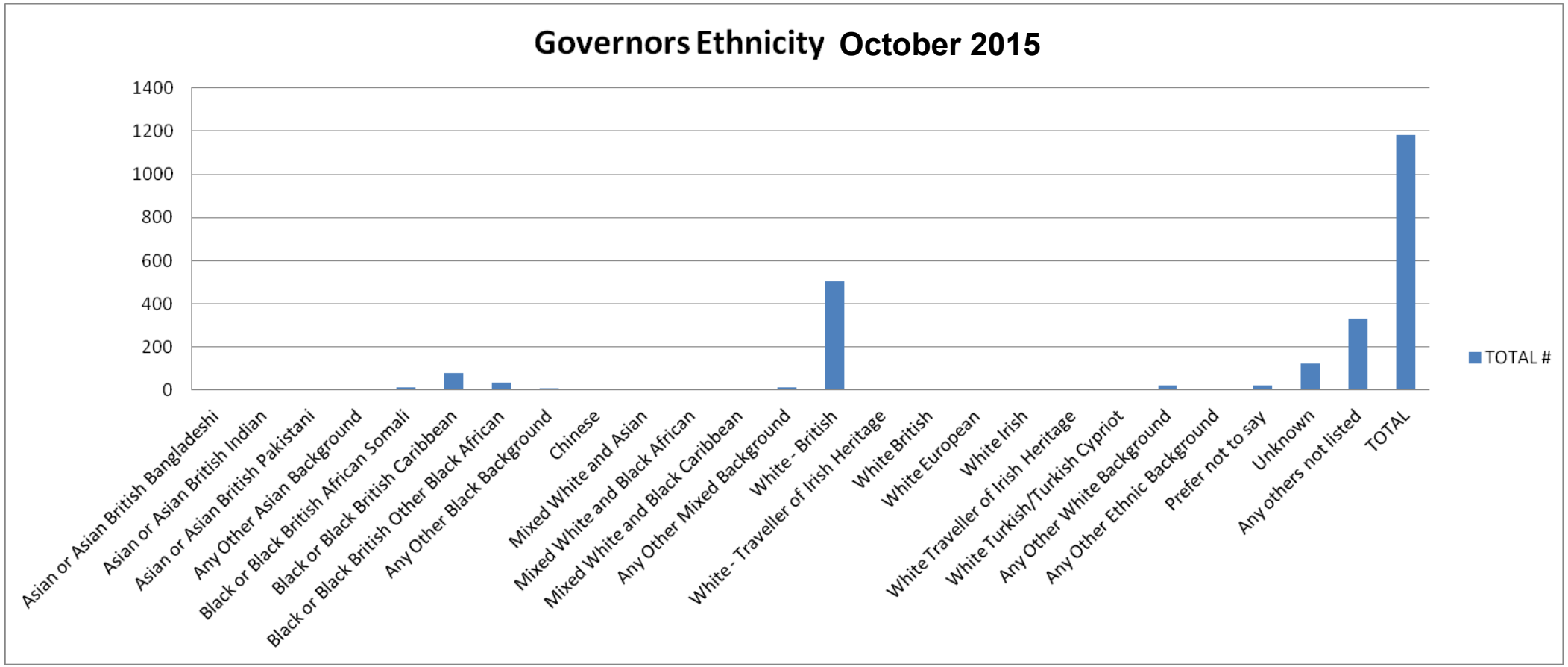


Table 8 Lewisham Governors Gender Graph

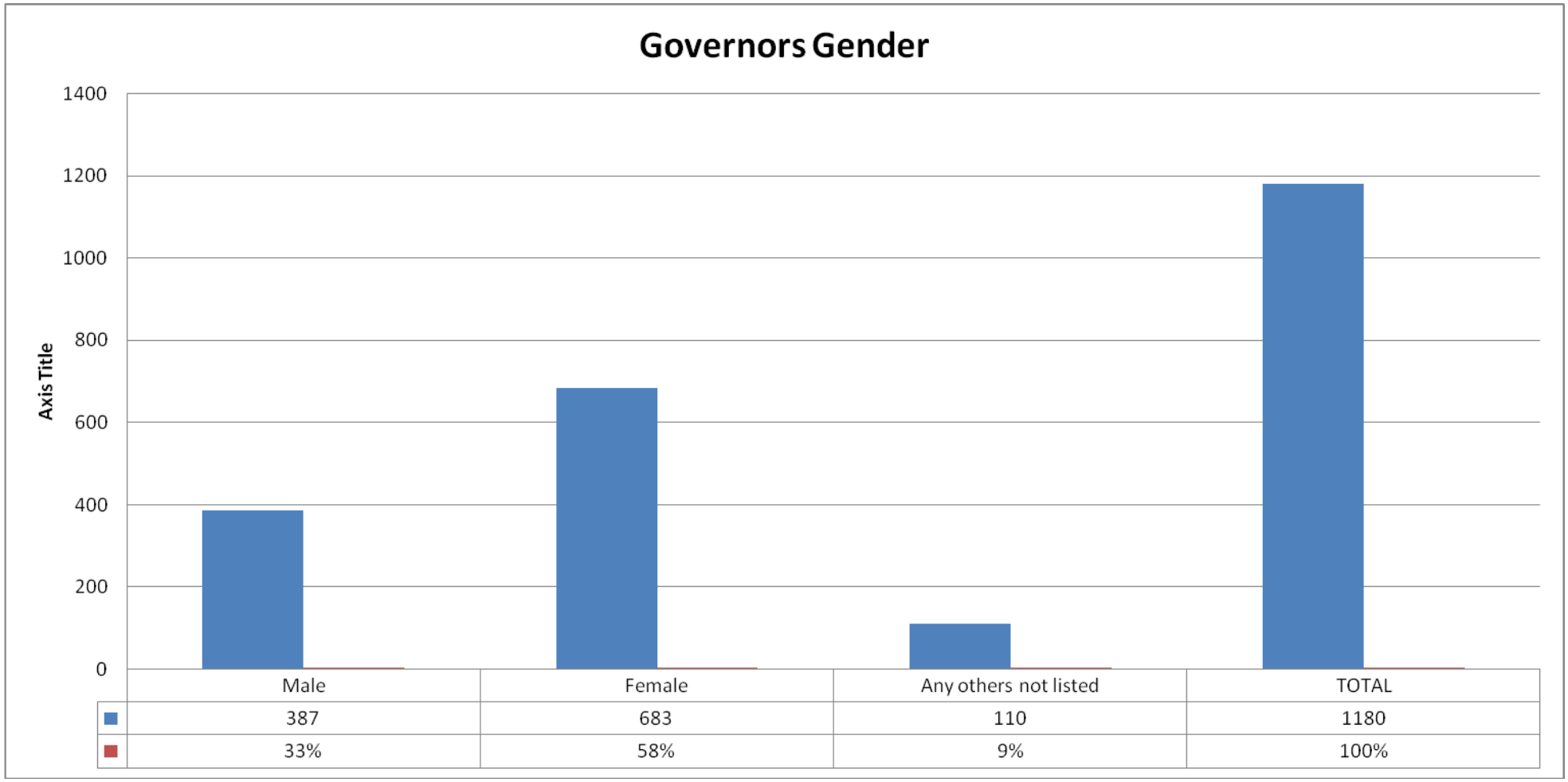
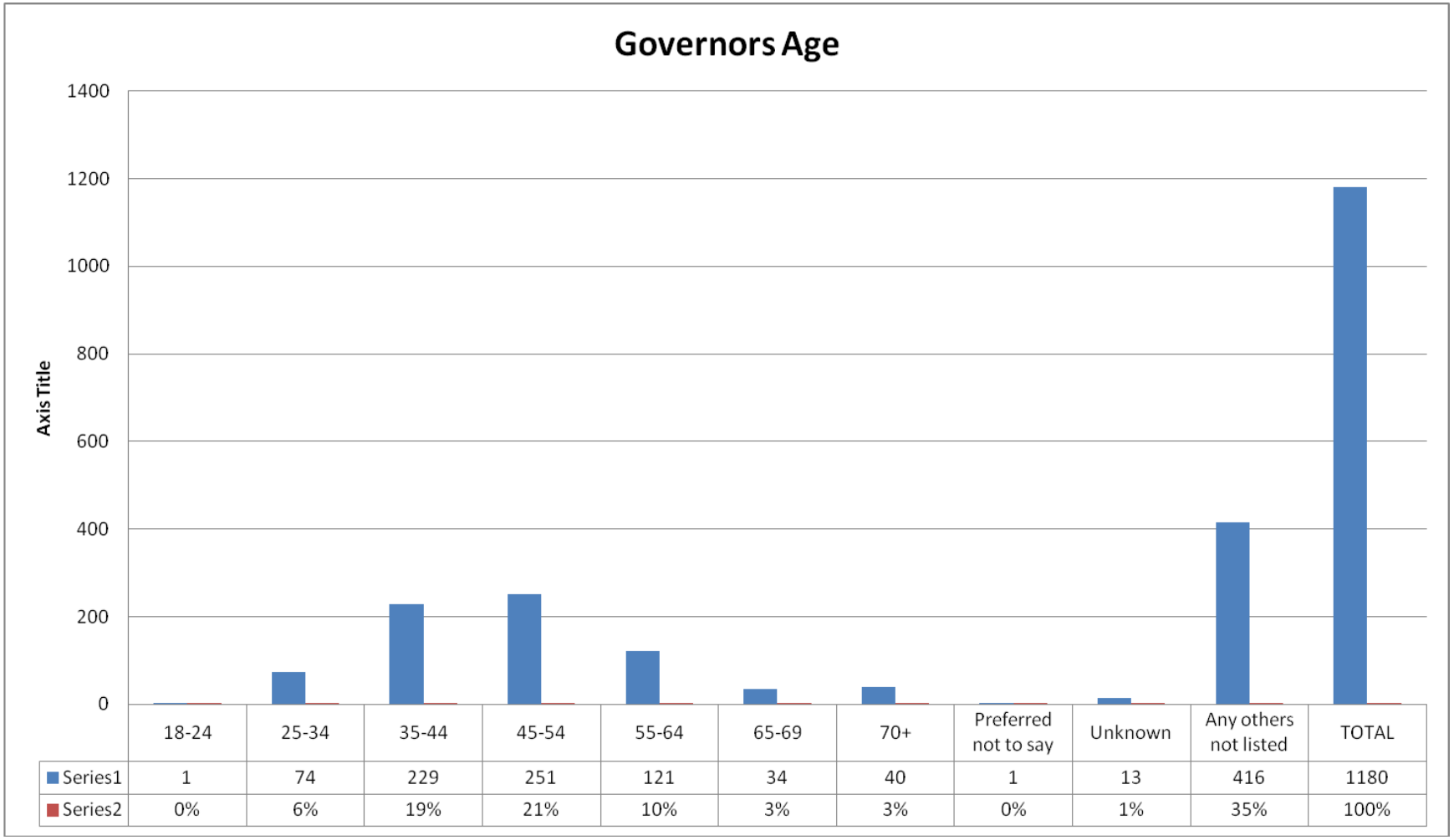


Table 9 Lewisham Governors Age Graph



	18-24	25-34	35-44	45-54	55-64	65-69	70+	Preferred not to say	Unknown	Any others not listed	TOTAL
Series1	1	74	229	251	121	34	40	1	13	416	1180
Series2	0%	6%	19%	21%	10%	3%	3%	0%	1%	35%	100%

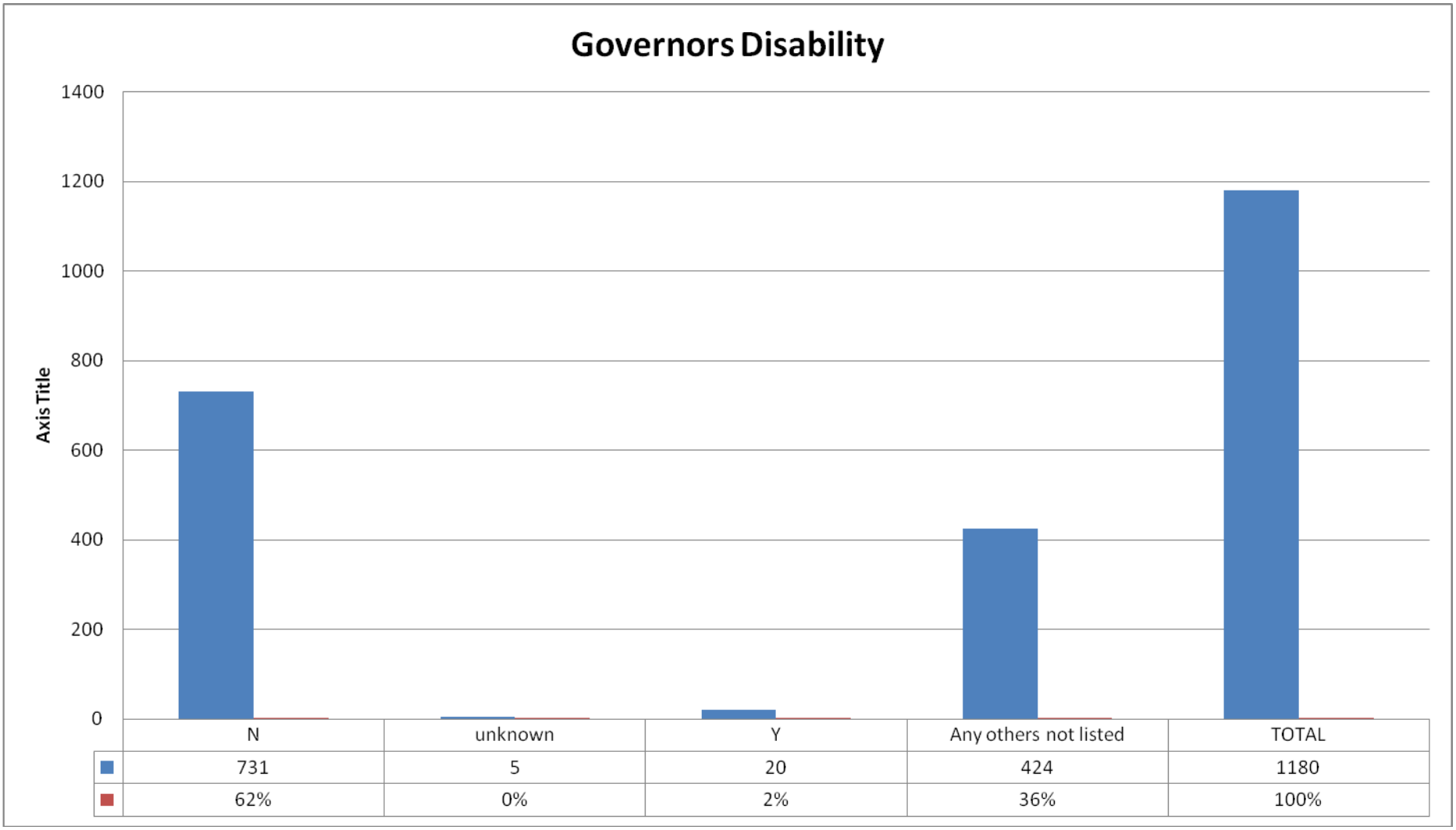



Table 10 Lewisham Governors Disability Graph