

# Diversity Indicators form

## For Schools & Trusts

Highlighting an issue is not making a judgement that the board lacks diversity, rather it creates an opportunity for reflection and discussion about how the board diversifies and increases participation in their context.

Available data (such as [local area reports](#) provided by the Office for National Statistics) can be used to help understand the demographic of your community.

Biddick Hall Junior School

[Local Area Report](#)

Make comments alongside your summary of responses and refer to the issues you have highlighted, including:

- Potential risks to credibility, reputation or 'group think' affecting decision making.
- Opportunities to increase board diversity or address diversity issues.

Detail any action you feel is needed such as:

- Targeted recruitment to address gaps in experience and diversity.
- Developing and adapting board practices to ensure full participation.
- Prioritising training and awareness-raising in identified areas.
- Seeking wider advice and perspectives on current and upcoming opportunities and risks in order to address potential 'blind spots'.

Let pupils, parents, staff and the wider community know the work you are doing and why as well as what change you feel is necessary (and possible).

## Evaluation Biddick Hall Juniors 2023



Data used - [local area reports](#) provided by the Office for National Statistics.

<b>1. Gender</b>	<b>Number of board responses</b>
Female	7
Male	2
Other gender identity	
Chose not to say	

### Evaluation comments:

Majority of board are female.

Discussion:

Action:

<b>2. Age group</b>	<b>Number of board responses</b>
18 to 40	
41 to 60	8
61 or over	1
Chose not to say	

### Evaluation comments:

No board members in younger age group whereas in the community 34% are in 18 to 44 age group. Age 45 or over is approximately 38% and 28% school age or younger. Mean age in the local area is 35.7



Discussion: Encourage younger members of the community to become a governor, parent governor vacancy.

Action:

3. Disability	Number of board responses
Disability requiring <b>additional</b> support and or adjustments	
Disability requiring <b>no additional</b> support and or adjustments	1
No disability	8
Chose not to say	

**Evaluation comments:**

Some representation of disability which is in line with that in the vicinity. In the local area 10% of the population have long term health problem or disability and dependent children. However this is twice the national average of 4.6% and greater than that in South Tyneside of 5%

Discussion:

Action: Ensure that teaching includes those of other faiths, ethnicity and sexuality – Rainbow Award and PHSE lessons.

4. Sexual orientation	Number of board responses
Bisexual	

Gay or Lesbian	
Straight/Heterosexual	8
Other sexual orientation	
Chose not to say	1

**Evaluation comments:**

Discussion:

Action: Ensure that teaching includes those of other faiths, ethnicity and sexuality – Rainbow Award and PHSE lessons.

<b>5. Ethnic group</b>	<b>Number of board responses</b>
<b>Asian or Asian British</b>	
Bangladeshi	
Chinese	
Indian	
Pakistani	
Any other Asian background	
<b>Black, Black British, Caribbean or African</b>	
African background	
Caribbean	
Any other Black, Black British or Caribbean background	
<b>Mixed or Multiple ethnic groups</b>	
White and Asian	
White and Black African	
White and Black Caribbean	

Any other Mixed or Multiple background	
<b>White</b>	
English, Welsh, Scottish, Northern Irish or British	9
Gypsy or Irish Traveller	
Irish	
Roma	
<b>Other ethnic group</b>	
Arab	
Any other ethnic group	
Chose not to say	

**Evaluation comments:**

No other ethnic groups are represented however the local area is 97% white English/Welsh/Scottish/Northern Irish/British.

Discussion:

Action: Ensure that teaching includes those of other faiths, ethnicity and sexuality – Rainbow Award and PHSE lessons.

<b>6. Religion</b>	<b>Number of board responses</b>
Buddhist	
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	7
Hindu	
Jewish	
Muslim	

Sikh	
No religion	2
Any other religion	
Chose not to say	

**Evaluation comments:**

Predominantly Christian.

Discussion:

Action: Ensure that teaching includes those of other faiths, ethnicity and sexuality – Rainbow Award and PHSE lessons.

<b>7. Proximity to the school or trust</b>	<b>Number of board responses</b>
Less than 1 mile (walking distance)	4
2 to 5 miles (up to 10 minute drive)	4
6 to 15 miles (up to 30 minute drive)	1
16 to 40 miles (up to 1 hour drive)	
More than 40 miles	
Chose not to say	

**Evaluation comments:**

Most governors live in close proximity and half could walk to school. This is reflected in the local population in that 58% do not have a car or van in the household and will have to walk or get public transport. South Tyneside count is 38% and nationally 25% of households have no vehicles.

Discussion:



Action: None needed, governors live in the vicinity of the school and understand the local and wider area of South Tyneside.

<b>8. Experience of school as a parent or carer</b>	<b>Number of board responses</b>
I am a parent or carer of a child/children currently of school age	4
I am a parent or carer of a child/children who have completed their education	4
I am not a parent or carer	1
Chose not to say	
Further comments on parental experience	

**Evaluation comments:**


30% of households are lone parent in the local area, twice the South Tyneside % and three times that nationally which is 10.6%

Discussion:

Action:

<b>9. Type of school attended</b>	<b>Number of board responses</b>
State-run or state-funded school	9
Independent or fee-paying school	
Attended school outside the UK	
Chose not to say	
Other type of education setting	

**Evaluation comments:**

Governors have experience of state funded school system.

For Schools & Trusts

Discussion:

Action:

<b>10. Experience of the care system</b>	<b>Number of board responses</b>
Looked after/in the care of the local authority during all or some of my period of school education	
Not looked after/in the care of the local authority	9
Chose not to say	

**Evaluation comments:**

Governors have no first hand experience of being in the care system.

Discussion:

Action:



<b>11. Continued education after leaving school</b>	<b>Number of board responses</b>
Further education (sixth form/college)	4
Higher education (university)	4
Apprenticeship route	1
Did not continue education	
Chose not to say	

**Evaluation comments:**

41% of the local population have no formal qualifications which is significantly higher than national of 22.5%. 40% have level 1, level 2 or apprenticeship education. This is perhaps reflected in the jobs that people do, 11% in occupations requiring professional level in the local area as compared to 32% in South Tyneside and 41.5% nationally.

Discussion:

Action:

<b>12. Eligibility for free school meals</b>	<b>Number of board responses</b>
Eligible	3
Not eligible	5
Don't know	1
Not applicable	
Chose not to say	

**Evaluation comments:**

Households in the local area that have dependent children and are not in employment is 17% which is high. Nationally this figure is 4.2% and in South Tyneside 5.7%. There are also 60% of lone parent households with dependent children who are not in any kind of employment, predominantly these parents are female.

Discussion:

Action:

**Further comments:**

