

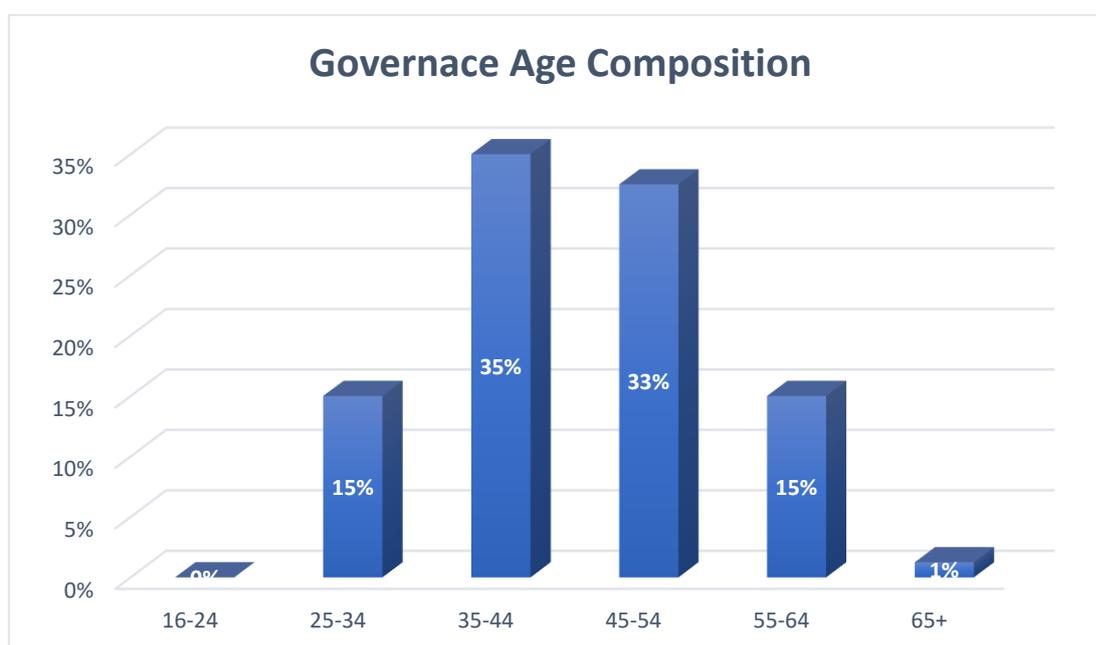
## Governance Equality Monitoring 2020

Our equality information gives us a clear picture of who is involved in governance across the Trust. Knowing and understanding our governance profile helps us to identify where we have challenges and how to plan positive actions to address these.

### Our governance profile

Below presents the percentage of individuals involved in governance of the trust by age, disability, religious belief, ethnicity and gender as at October 2020.

#### Age



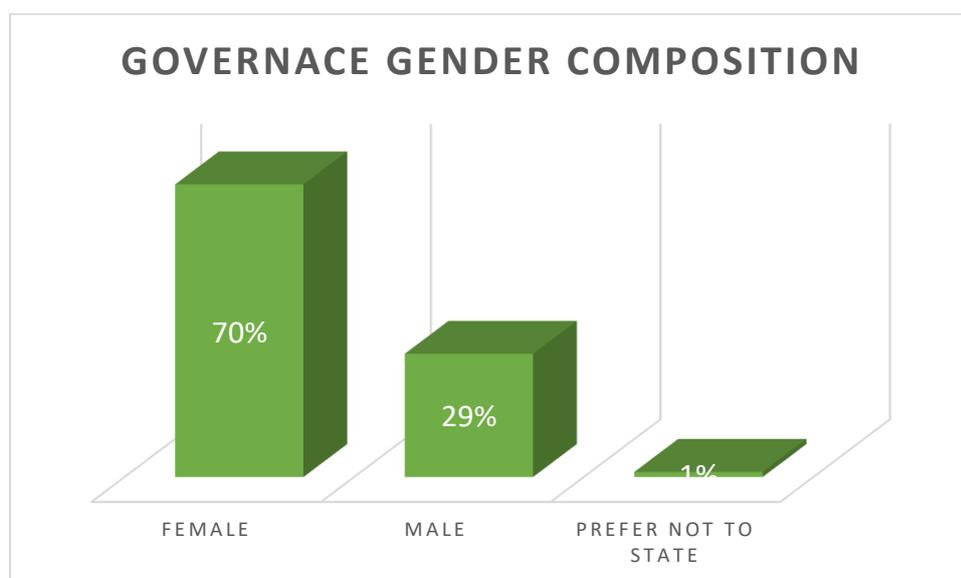
This is the first year we have collected equality data as a whole trust so we are unable to make any comparison to previous years. The majority of those involved in governance are aged 35 to 54 which compares well against national data.

Nationally, young people remain underrepresented in school governance with only one in 10 governors and trustees surveyed reporting that they are under 40 (11%) and an even smaller proportion reporting being under 30 (2%).

This means that there were a higher proportion of governors/trustees aged 70 and over (14%) than were aged under 40, signalling that most of the volunteers who are contributing to the decisions made by boards do not have a recent experience of the education system or of what it is like to be a young person in today's world. (NGA Governance Report 2020)

This seems to be less of an issue within Discovery which is positive.

## Gender and LGBTQ+



Nationally 60% of governors and trustees identified as female and 39% identified as male (>1% either preferred not to say or preferred to self-describe). Discovery is more female biased however variability exists within each Board, in particular the Trust board which is 90% male.

3% of respondents identified as LGBTQ+ and 1% of respondents preferred not to say while 95% did not identify as LGBTQ+. This is consistent with the national data.

## Ethnicity

Governance boards are more ethnically diverse than is reported nationally - see the table below for a breakdown.

	Pupils	Governance	Governance nationally
<b>White</b>	70%	83%	94%
<b>Black/African/ Caribbean/ Black British</b>	6%	1%	1%
<b>Asian/Asian British</b>	7%	9%	2%
<b>Mixed/multiple ethnic groups</b>	7%	5%	1%
<b>Other ethnic group</b>	5%	1%	0%
<b>Rather not say/ not obtained</b>	5%	1%	2%

These figures demonstrate that there is a gap between the ethnic diversity of those on governance boards and pupils however it is much smaller than the gap nationally.

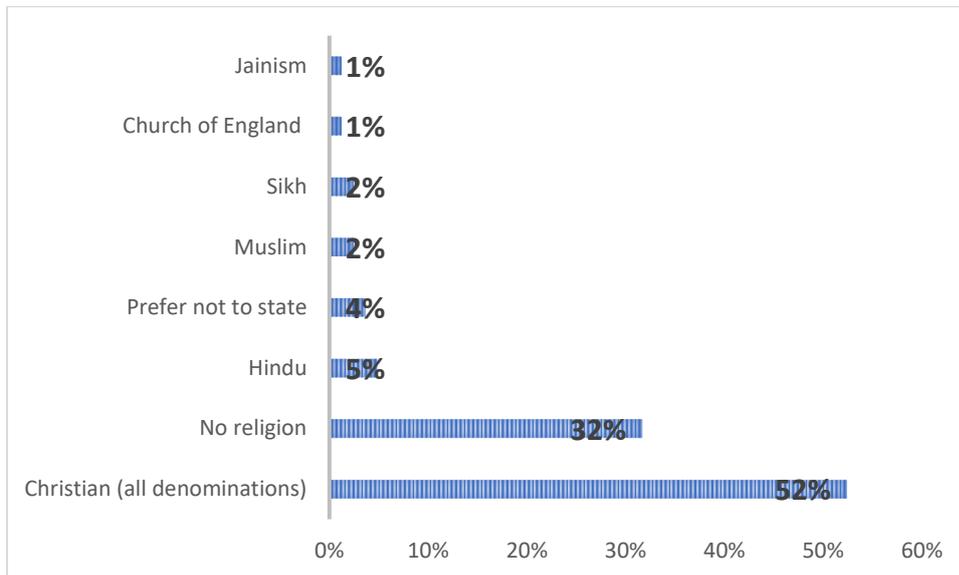
## Disability

1% of respondents considered themselves to have a disability.

7% of governors and trustees in the annual governance survey 2021 consider themselves to have a disability while 92% did not (2% prefer not to say). There are 14.1 million disabled people in the UK, according to the Family Resources Survey (2019 to 20) which includes 19% of working age adults and 46% of pension age adults.

Whilst not necessarily directly comparable, 14% of pupils are on SEN support or have a Education Health Care Plan.

### Religious Beliefs



### Recommendations

To create the necessary change within school boards, the trust board and therefore the demographics of the trust governance overall, boards should:

- Utilise available data and stakeholder engagement to understand the demographic of their area
- Evaluate how the board's composition reflects the community and understand any gaps of representation on the board.
- Take active steps to recruit volunteers from underrepresented groups.
- Understand the personal barriers that potential volunteers may be facing and consider what mechanisms they can put in place to engage and support a wider pool of potential candidates who may have caring responsibilities, jobs which do not give autonomy or the support 'to be away from work', who cannot afford childcare for evening meetings etc.