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## **Governing board diversity indicators form**

**Completed by – 7 Governors and 1 staff member (Kept on file)**

**Opted Out – 2 Governors**

Completion of this form is on a **voluntary basis**. It should be submitted in confidence to [kingd@stanfordschool.co.uk](mailto:kingd@stanfordschool.co.uk). The information you provide will be handled in accordance with General Data Protection Regulation (GDPR) legislation and the data protection responsibilities of the school/trust.

### ***The purpose of the form***

A diversity of thought, voices and perspectives is essential to good governance and the effective running of any organisation. This form is designed to gather information for the purpose of diversity monitoring. A strategic approach to diversifying the governing board is both setting an example and demonstrating the board's commitment to achieving diversity and equality at all levels of the school/trust.

The purpose of diversity monitoring is not to promote token diversity – no formula is being applied to determine a representative governing board. Members of the governing board are not recruited solely on the basis of their protected characteristics or lived experience.

### ***How the response will be used***

The board's responses will be evaluated at an appropriate level (by the chair, executive leader and or governance professional). A high-level summary of responses should be provided to the governing board for discussion, including proposed action, which might include:

- 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
- addressing potential 'blind spots' through seeking wider advice and perspectives on current and upcoming opportunities, challenges and risks

Your board should decide how the summary and proposed actions are reported and discussed at a strategic level, taking into account confidentiality and sensitivity to individual circumstances and the consensus on the board's composition in relation to the community it serves.