

Inclusion and the role of the governor



A little bit about me...



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The aims of today's webinar

- To understand why inclusion is important as a governor
- To know how inclusion affects parental engagement, curriculum and recruitment and retention of staff
- To know practical strategies to improve inclusion as a governor

What brought you to the webinar today?

- General interest in the topic
- Specific equalities issue
- New governor
- Refresher training
- New to the topic
- Other

What is inclusion?

Inclusion is a basic right of everyone and its objective should be to embrace everyone regardless of race, age, gender, disability, religious and cultural beliefs and sexual orientation. When we have true inclusion, it is when we have removed all barriers, discrimination and intolerance. When implemented properly, it should make everyone feel included and supported, whichever environment they are in.

(British council)

Why do school governors need to prioritise equality and inclusion?

Black Caribbean 3x more likely / Gypsy Roma highest rate of exclusion

SEN

Ofsted - protected characteristics

Protected characteristics

1.9 It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- sex
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

Why do school governors need to prioritise equality and inclusion?

Only 3% of the largest academy trusts in the country are led by people of colour
(*Schools Week*)

“They would bypass me and ask other members of the senior team questions concerning my area of responsibility”
(Black female headteacher)

Over 3/4 of LGBT teachers aren’t “out” at school, and around half don’t feel it’s safe to be out. (NASWUT)

Female headteachers
37% : 74% female teachers
(DfE)

Recruitment and Retention of Staff

Why is this important?

We want to be able to retain staff, progress them to leadership positions/headship, also important that our staff body is representative of our pupil body.

Yet we find

- Difficulties to recruit and retain in the current climate
- Limited budget to spend on advertising
- Difficult to get people with the right skills for the role

What can we do about it?

Retention

- Understand the makeup of your staff. Collect data from the whole of the staff body who is on a career progression and how are they being supported? Are line managers putting learning opportunities in place?
- Pay- Education sector is 3rd worse sector for the gender pay gap do you know your gender pay gap?
- Challenge our stereotypes of 'leader' harness the power of mentorship!

Recruitment

- Job advertisements is the language inclusive? Language such as 'gravitas' is seen as masculine word, puts women off from applying. Where are you posting the advertisement? Who are you reaching with this?
- Recruitment policies, is the interview board representative? How can you reduce bias during the recruitment process?

How well does your governing body represent the student population? (in terms of diversity of age, ethnicity, gender, race etc.)

- Equally representative
- Somewhat representative
- Not representative
- I'm unsure

Parental Engagement

Why is this important?

We all know the importance of getting parents on board as a support mechanism for their child's education. Often the parents we want to reach are the ones who are less engaged.

Yet we find

- It is difficult to recruit parent governors from different backgrounds
- Parents feel that they wouldn't be well equipped to handle the role

What can we do about it?

Parent Governors

- Flexible governor meetings and governor roles, mentoring/buddying opportunities
- Parent governors which communities are they coming from? How can we represent all communities on the board?

Engaging Parents

- Connection to the school community Community walks
- Positive parental engagement tea and cake mornings, maths and English classes.
- Case study from one headteacher made a spreadsheet with her parents added column who she spoke to and who she didn't and what they called her (first name, Ms etc.). Showed that one whole community of parents did not have regular communication with the headteacher. Collecting this data she could then prioritise this community and work out why the communication was limited



Parent contact spreadsheet



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All changes saved in Drive

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	A	B	C	D	E	F
1	Parent Name	Nationality	Regular contact Y or N	What type of contact- F2F, Phone, emails	What do they call me?	
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						

Curriculum

Why is this important?

Ofsted require “a rich curriculum” that meets the needs of all pupils. We want to teach pupils to think critically and collaborate (21st century skills).

Yet we find

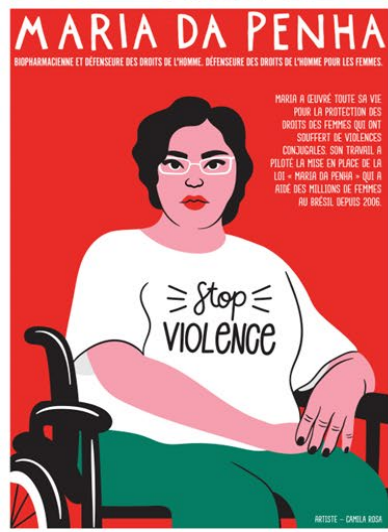
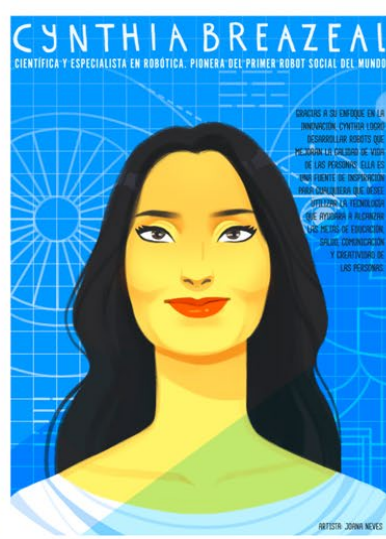
Due to cuts in curriculum budgets and the emphasis on the core subjects, many schools are removing arts-based subjects from their curriculum and replacing them with English and Maths

“If you can’t see it- you can’t be it!”



What can we do about it?

- Who is taking which subjects? STEM
- Work experience use your networks!
- Using PSHE, form time
- Extra curricular activities- collect data on who attends, what clubs are on offer, who is not attending extra - curricular activities and why not?
- Trips- equal representation, including different abilities



STEM role models poster-download in 8 languages from Nevertheless

Celebrating cultures day!



Planning trips:

Religious holidays

(childminding matters)

British Values Planner: Celebrating Diversity

January to March 2019



January 2019	February 2019	March 2019
1 January: New Year's Day <i>Bank Holiday</i>	1 January to 21 February: Big Schools' Birdwatch*	25 February to 4 March: Eating Disorders Awareness Week
1 January to 21 February: Big Schools' Birdwatch*	26 January to 2 February: National Story Telling Week	1 March: St David's Day
4 January: World Braille Day	1 February: NSPCC Number Day*	1 March: World Book Day
18 January: Winnie the Pooh Day	4 to 10 February: Sign2sing*	5 March: Shrove Tuesday (Fat Tuesday / Mardi Gras / Pancake Day)
20 January: World Religion Day	4 to 10 February: Children's Mental Health Week*	6 March to 18 April: Lent (Christian)
21 January: Martin Luther King Day	5 February: Chinese New Year (Year of the Pig)	7 March: World Book Day
25 January: Burns Night	5 February: Safer Internet Day*	8 to 17 March: British Science & Engineering Week Click here for free activity ideas
26 January: Australia Day	7 February: Send a Card to a Friend Day	12 March: World Maths Day
26-28 January: Bird Garden Watch	11 February: International Epilepsy Day	14 March: Pi Day
26 January to 2 February: National Story Telling Week	14 February: Valentine's Day	15 March: Red Nose Day / Comic Relief
31 January: National Bug Busting Day**	14 February: International Book Giving Day	17 March: St Patrick's Day
	17 February: Random Acts of Kindness Day	20 March: Holi (Hindu)
	20 February: National Love your Pet Day	20 March: Spring Equinox
	25 February to 4 March: Eating Disorders Awareness Week	21 March: World Down Syndrome Day
		21 March: World Poetry Day
		22 March: World Water Day
		22 to 24 March: Hola Moholla (Sikh)
		26 March: World Purple Day†
		31 March: Mothering Sunday
		31 March: British Summer Time begins

Please write down 1 short term goal and 1 long term you are going to implement as a governor to improve inclusion?

Short term goal examples:

- Send an email to contacts to enquire about work experience placements
- Add inclusion to an existing staff survey on well-being

Long term goal examples:

- Curriculum strategy, review and make changes on how does the curriculum meet the needs of all pupils?

Any questions?

