

How to diversify your board.

It is critical to ensure that you have a diverse group of people around the table to have the most effective governing board. When recruiting for your governor role, don't just think about the skillset that you need, but also the makeup of your board from a diversity perspective.

20% of all Governors for Schools volunteers are from a BAME background, and where we can, we will help you to identify someone who can bring the skills you need alongside the diversity.

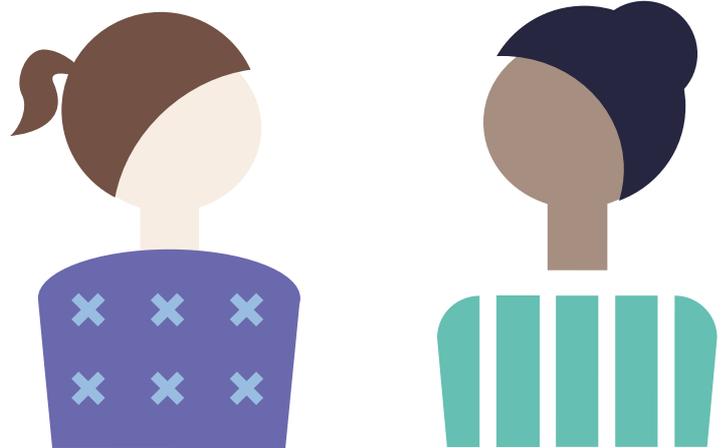
However, if you are looking for a governor from a BAME background then consider the following recruitment ideas:

Before recruiting

- As part of succession planning, look at the skills and diversity that are missing and make a plan of how to address this
- Is training required for the board to understand the importance of diversity and how to carry out effective recruitment? Is valuing diversity implicit within your strategies and actions?
- Can you add a link governor role to champion diversity and ensure it is part of the strategy?
- Are specific experience and skills a pre-requisite? There will be people who have skills in a more practical sense and have a depth of understanding of the local and wider community
- Make the selection criteria transparent
- Will making your board reflective for your local community provide diverse role models? Do you need to look more widely?
- Consider a long-term approach to online meetings – where your location does not have a diverse community, we can link you with a national network of volunteers.
- Does your school's public information, such as the website and social media, reflect the diversity you seek?

Active recruitment

- Don't rely on personal contacts for board recruitment – this often results in recruiting people with similar backgrounds and experiences
- Seek out BAME and diverse networks within the skill sector you're looking for, e.g. many employers have networks that can be tapped into. Governors for Schools specifically partner with employers who provide these networks
- Contact faith groups and community leaders
- Actively recruit – approach engaged and active parents to ask them directly if they would be interested in the role
- When recruiting, consider 'will this person add something extra?', rather than considering their qualifications or experiences alone. Give value to adding a background that isn't already reflected on the board, or will better reflect the community



Supporting new governors

- Provide training for potential volunteers – pair those less experienced with more experienced governors
- Can you collaborate with other school boards? If you're in a rural location, could you twin with an inner-city, culturally diverse school to learn from each other?



Governors for Schools will work with you to tap into diverse networks. We will provide ongoing support to governors to help them be effective in their roles and drive positive educational improvement. [Learn more](#) about how we work with schools and [register](#) your vacancies with us online.

The advice and ideas set out in this document featured in an online panel discussion held by Governors for Schools in September 2020 on increasing racial diversity on school boards. The panellists were Sharon Warmington, Raj Unsworth, Josephine Okokon, Adrian McLean and Rosemary Hoyle. [You can watch the webinar on our website.](#)

