

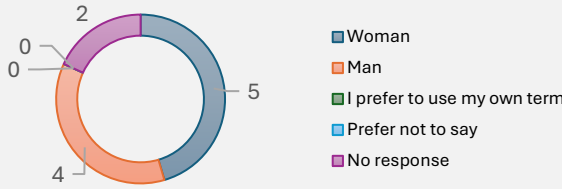
Equality, Diversity and Inclusion – Barncroft School Governance

Barncroft’s governing board; made up of 11 volunteers, demonstrates strength through its broad age representation, spanning members in their 20s to 60s, and a balanced mix of women and men. Most governors hold higher education qualifications and bring a wide range of professional skills, backgrounds, and life experiences. Many are parents or carers with firsthand knowledge of the local education system, offering valuable perspectives.

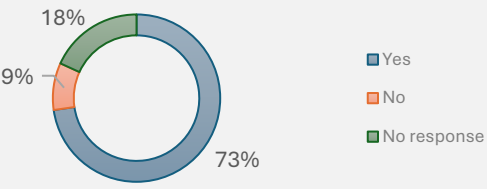
The board is predominantly White British and largely Christian, which reflects the demographic makeup of the school’s local community. While opportunities to recruit ethnically diverse candidates are limited due to the local context, the board recognises the importance of diversity in its wider sense. It is constructed to include a diversity of experience, characteristics, and perspectives, ensuring members possess the skills, approaches, and attributes needed for effective governance. Several governors also have personal experience of disability and long-term health conditions, which further strengthens the board’s inclusive outlook. There is a shared understanding of the community, enabling the board to govern with empathy and insight, whilst maintaining committed to support Barncroft in promoting cultural awareness and inclusivity through the school’s curriculum.

Over the next three years, the governing board’s strategy will focus on strengthening inclusion and diversity by broadening the range of skills, experiences, and perspectives within its membership. Recognising the limited opportunities for ethnic diversity due to the local context, the board will prioritise recruiting volunteers who reflect the community through shared lived experiences and who bring valuable attributes for effective governance. The strategy will include targeted recruitment, skills audits, and inclusive practices to ensure all voices are valued. Through ongoing training, community engagement, and succession planning, the board aims to foster a culture of inclusivity, empathy, and effective decision-making that supports the diverse needs of the school and its pupils.

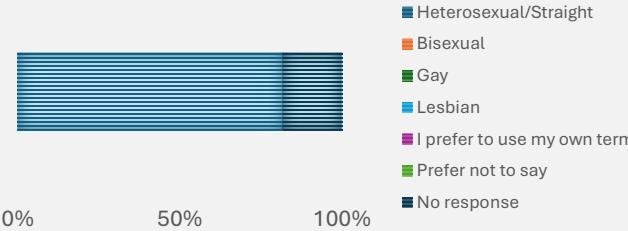
Count of board members in how they identify their gender



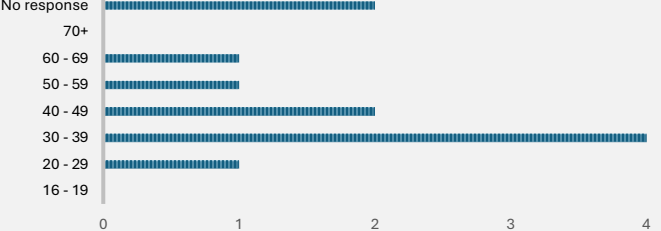
Board gender identity the same as the sex they were assigned at birth?



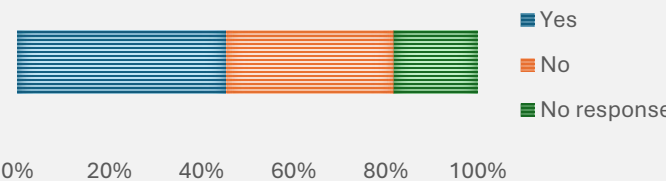
Board member sexual orientation?



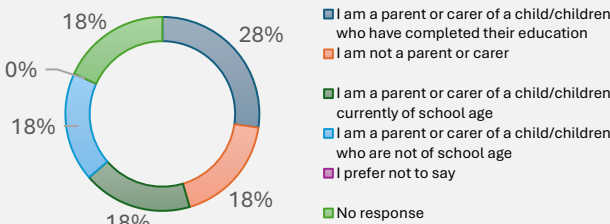
Board age grouping at their last birthday?



Board member eligibility for free school meals at any point during their education?



Experience of school as a parent or care giver?



Board member proximity to Barncroft Primary School

