

Equality Impact Assessment Governor Services 2018

Name of initiative, policy or project	Hampshire Governor Services
Department	Children's Services
Names of people completing assessment	R West
Date	March 2018
<p>A front line or direct service is highly likely to have an impact on different communities. An infrastructure service may have an indirect impact. You need to use your professional knowledge to decide if you know enough about the different customer or staff groups which might be affected. These prompts will assist you to decide if you need to do an impact assessment.</p>	
Describe main purpose of initiative, policy or project	Governor Services provides support to governing bodies and the Local Authority to ensure that corporate, 'Shaping Hampshire', CYPP and Children's Services' priorities are met.
What are the main activities?	<p>Governor Services provides:</p> <ul style="list-style-type: none"> • information, advice, support and training to governors, management committee members and their clerks to enable them to fulfil their responsibilities to promote high standards of educational achievement and ensure that the needs and aspirations of all children in their community are met; • advice and support to the Local Authority (LA) on governing body matters and support for governing bodies in schools or centres of concern; and, • administrative support to the Local Authority in discharging its statutory responsibilities in respect of governing bodies: • a Clerking Service for approximately 50% of the schools in Hampshire • The Accredited Clerk programme • The DfE funded Clerk's Development Programme (The Professional Clerk)

Equality Impact Assessment Governor Services 2018

Who is intended to benefit?	School governors/Trustees, management committee members, clerks and the children of Hampshire.			
Based on existing knowledge and information use the following checklist to decide what the impact might be on different groups and whether a more detailed impact assessment is required. Identify and summarise the data used in the grid.				
Figure in brackets throughout the report = data from 2016 when the last assessment was completed	Do you know about the breakdown of people who use your services compared to the community profile?	Will some people be unable to use or benefit from this service?	If any groups are disadvantaged is this likely to be unlawful?	How could the initiative improve equality of access?
Age Children, young people, young parents, older or retired people	Age profile - 91% (89) of governors provided date of birth. <ul style="list-style-type: none"> • 20 - 35 = 9% (8) • 36 - 50 = 48% (50) • 51 - 65 = 29% (29) • 66 + = 14% (13) Local Authority (LA) governor profile <ul style="list-style-type: none"> • 20 - 35 = 3% (3) • 36 - 50 = 26% (24) • 51 - 65 = 36% (36) • 66 + = 35% (37) 	No	No	The age profile for governors shows that the highest representation is from those people who are most likely to have school aged children, which is what would be expected. LA governors tend to be older compared to the overall age profile of all governors. However, as governor recruitment is now based on the skills and experience they have this is less of an issue.

Equality Impact Assessment Governor Services 2018

	<p>Governors accessing training provision by age</p> <ul style="list-style-type: none"> • 20 - 35 = 72% (71) • 36 - 50 = 78% (75) • 51 - 65 = 81% (77) • 66 + = 82% (83) 			<p>Access to training is good across the age ranges, although the older you are the more likely you are to attend training.</p>
<p>People with impairments Mobility, sight, hearing, speech & language disability or difficulty, mental health/distress</p>	<p>Governors with impairments – 36 = 0.7% of all governors</p> <p>2 chairs 1 vice chair</p> <p>3 Local Authority governors</p> <p>83% of governors with an impairment accessed the training provision (79% for all governors)</p>	No	No	<p>This remains a very small statistical sample and it seems likely that the figures are understated because some people do not regard their impairment as something to be shared with others. The figures show that having an impairment is not a barrier to accessing training.</p>
<p>Faith Communities/individuals with different religions or beliefs</p>	<p>We do not collect this type of data.</p>	No	No	N/a.

Equality Impact Assessment Governor Services 2018

<p>Gender Women, men, boys, girls, carers (of children, disabled or older people) Transgender (those who have changed gender or are in the process of change)</p>	<p>All governors Female governors 59% (60) Female chairs 55% (54) Female vice chairs 52% (56) Male governors 41% (40) Male chairs 45% (46) Male vice chairs 48% (44)</p> <p>Authority governors Female governors 54% (53) Female chairs 59% (56) Female vice chairs 51% (50) Male governors 46% (47) Male chairs 41% (44) Male vice chairs 49% (50)</p> <p>Accessed training 80% (78) of female governors attended training 76% (74) of male governors attended training</p> <p>Hampshire gender profile – Females 51% Males 49%</p>	<p>No</p>	<p>No</p>	<p>Generally the profiles show that there is a reasonable gender balance across all the performance indicators in this section. If anything female representation is higher than would be expected based on the gender profile of the County.</p>
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Equality Impact Assessment Governor Services 2018

<p>Race Black and minority ethnic individuals and communities, gypsies and travellers, migrant workers</p>	<p>87% (85) of the total number of governors provided information on their ethnic origin 1.8% of this figure come from an ethnic minority 7 (n/c) chairs of governors = 1.7% of all chairs in post 3 (n/c) vice chairs = 0.8% of all vice chairs in post 1.5% (2.1) of LA governors come from an ethnic minority 83% (79) of BME governors accessed the training provision 8.2% of the population of the Hampshire come from an ethnic minority - based on 2011 census data</p>	No	No	<p>Overall BME governor representation is now markedly lower than the overall BME profile for the County based on the 2011 census data. However, chair and vice chair representation now matches the overall % figure for BME governors and the take up of training is slightly up compared to the overall governor figure. Governor Services will continue to highlight the need to recruit governors from all sections of the school community, even if the stakeholder model of governance has been superseded.</p>
<p>Gay, Lesbian, Bisexual</p>	<p>We do not currently collect this type of data.</p>	No	No	N/a.
<p>Low or no income</p>	<p>We do not have access to data on the income of the users of our services. However, there must be governors and</p>	<p>It is possible that travel costs may prevent some governors from accessing some of our</p>	No	<p>There is a commitment to continually keep the website up to date and add to the e-learning</p>

Equality Impact Assessment Governor Services 2018

	<p>members who fall into this group.</p>	<p>services if their governing bodies have not adopted a Governor's expenses policy. We do use training venues from across the county to try to make courses accessible to all governors We also provide Cluster Training where local GBs provide the venue and the tutor goes to them, as well as whole governing body training, which takes place at the governors' school. We have an extensive website and continue to extend our e-learning provision.</p>		<p>packages already in place. We will continue to review the training provision to ensure it is as widely available as possible to all governors and encourage all GBs to have, and actively promote, their governors' expenses policy.</p>
<p>What conclusions have you reached about the potential impact? Possible impact:</p>				
<p>The data indicates that overall the Service is inclusive and meets the needs of its customers. There is some under representation on governing bodies from certain groups.</p>				

Equality Impact Assessment Governor Services 2018

Group/s affected:	
The two main groups where the data indicates that there is under representation are the 20 – 35 year olds and BME governors.	
Evidence:	
The data for the younger age range shows they are under represented against the County data for this age group. The low number of BME governors in post means that a small increase in this group will result in a large percentage increase in their overall representation but the 2011 Census data does show that this group is significantly under represented on boards.	
Further actions to be taken:	
The Service will continue to encourage GBs to have a membership that broadly reflects the make of its local community whilst having regard to the Government's skills based agenda for the recruitment of new governors, as these two aspirations should not be mutually exclusive.	
Action:	
The Service will continue to use newsletters and relevant training events to encourage governing bodies to maintain a broad and balance membership whilst making sure it has the governors in post that have the skills, attributes and experience to deliver effective governance.	
Responsibility:	
Governor Services Management Team	
Timescale:	
Review outcomes September 2019	
Expected outcomes:	
Balanced representation on GBs across the county leading to stronger governance focussed on improving outcomes for children.	
Review date:	March 2020

Equality Impact Assessment Governor Services 2018

Impact assessment agreed by:	M Parsons, Head of Governor Services
Completed summary published on web date:	May 2018