



## School governing body equity and diversity champion – model role description

This document is provided to give school governing bodies in Wales an understanding of the benefits of appointing an equity and diversity champion for their school and the duties they may perform. The appointment of an equity and diversity champion does not alter the requirements on a governing body to fulfil its statutory equality functions as listed.

### **Why does my governing body need an equity and diversity champion?**

All schools in Wales should strive to be as inclusive and welcoming as possible. Differences should be celebrated, not mocked and questioned. Schools should have a zero-tolerance approach to all forms of bullying, harassment and discrimination. An equity and diversity champion is one way to show the whole school community that your governing body takes this seriously and wants to lead by example.<sup>1</sup>

### **What's involved?**

An equity and diversity champion should be prepared to speak up for equality and diversity at all times and in all policy making decisions. They should be comfortable in challenging school leaders and governors where they think the school is falling short or acting in a way that is discriminatory. They should also raise awareness about the issues related to diversity and inclusion to promote equity.

Champions should also work with the head teacher and local authority to monitor and update the school's strategic equality plans and equality objectives. This will provide accountability for the school on the effectiveness of its policies.

### **What special qualifications, training or experience do I need to take on this role?**

None. An equity and diversity champion just needs to be passionate about ensuring fairness and equity for all.

A champion would aim to maximise on all relevant additional training and professional learning opportunities offered by their local authority or consortium related to equity and diversity. This will help to ensure they're equipped with the knowledge and tools to help hold their school leadership team to account in a meaningful, supportive and challenging way.

### **Where can I find help and support on diversity issues?**

There are many resources online to help identify discrimination. Leading organisations such as [DARPL](#) (Diversity and Anti-Racist Professional Learning – the national professional learning offer supported by the Welsh Government), and third sector organisations such as [Show Racism the Red Card](#), [Stonewall Cymru](#) and [SNAP Cymru](#) offer a range of useful resources and training. Your local authority may also offer equality and diversity training, on top of what's offered in the mandatory governor induction training package. For staff and governors from black Asian and minority ethnic backgrounds it may be helpful to also signpost them to [BAMEed Network Wales which offers a supportive space, run by volunteers](#).

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<sup>1</sup> The [school governors' guide to the law](#) provides more information on what is expected of governing bodies in relation to equality legislation



## **What questions should the equity and diversity champion be asking the head teacher and the governing body?**

The equity and diversity champion should be prepared to ask what the head teacher and governing body are doing to ensure the school is a beacon for diversity and promoting equity. Here are some examples:

- How does the school ethos celebrate differences?
- How are we developing the whole school community's understanding of different cultures and backgrounds?
- Please explain how allegations of racism/homophobia/transphobia/bullying related to disabilities and additional learning needs (involving both staff and learners) are dealt with at the school.<sup>2</sup> Is this approach good enough?
- Where and how does racism feature in your safeguarding policies and procedures?
- Who is the named support person/s or designated staff for staff and learners to approach if they have concerns?
- What processes are in place to help staff and learners speak up without fear of reproach and in confidence their issue will be dealt with properly?
- In what ways do you think the teaching and learning in the school reflects diversity, anti-discrimination and anti-racism as a core cross cutting theme of the curriculum?
- What innovations and initiatives and communication approaches are being put in place to enhance equity and diversity in the school culture, curriculum and community?
- How inclusive is the school uniform and hair policy?<sup>3</sup>
- How are learners' thoughts and opinions and experiences regarding equity, diversity and inclusion in school explored and acted on?
- What steps are being taken to ensure the school staff and governing body are as representative of our community and diversity in Wales as possible?
- What checks are in place to ensure the school's compliance with the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011?<sup>4</sup>
- What are we doing to implement the recommendations from the [Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group: final report](#)?
- What are we doing to implement the recommendations from the [Anti-racist Wales Action Plan](#)?
- How do we ensure any changes to school policies and new school policies do not adversely affect any particular groups?
- What more can we do as a school community to champion equity and diversity?

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<sup>2</sup> Guidance on recording bullying incidents can be found within [Rights, respect, equality](#): guidance for schools

<sup>3</sup> Guidance on equality issues and school uniform policies can be found within [School uniform and appearance](#): policy guidance for governing bodies

<sup>4</sup> [The Equality Act 2010](#) and [The Equality Act 2010 \(Statutory Duties\) \(Wales\) Regulations 2011](#)