**Anti-Racist Work and Tackling Disproportionality: Sharing Practice**

Please give a short description of the work being undertaken and its impact. Also provide relevant resources / documents and a contact name should others wish to find out more about the work.

**LA Name: Enfield – within communities (focussed on school governance)**

**Name of project or approach: Recruitment and Retention of Black School Governors**

The founder of the National Black Governors Network, Sharon Warmington, is working with Enfield Council in collaboration with Bi Borough Kensington, Chelsea and Westminster to increase diversity on governing boards.

A webinar has been arranged on 24th September at 6pm to address the need to encourage wider participation from Black communities.

The session will focus on why diversity is good for school governing bodies and how chairs, governors and heads can proactively recruit and retain Black representation.

**Does your governing body reflect the diversity of your school?**

Here it will allow leaders to reflect on their current membership.

**Why is diversity good for the governing body?**

Here the session will focus on the primary reasons why having a variety of cultures and backgrounds can make the school more adaptable to a changing environment. It will also look at how setting an example at the top, will ultimately have a ‘trickle down’ effect for increased diversity.

The session will encourage an open and honest exchange about recruitment of governors. The attendees will include the facilitator, governor services and governors who will share their own experiences.

**Expected Impact**

Both boroughs are expecting to receive an increased number of applications from Black communities leading to a number of appointments. Consequently, this would also lead to a more balanced representation on panels for instance complaints or headteacher appointment.

Additionally, we hope that Black governors will be encouraged to apply for leadership positions within the governing boards.

Please contact [sujal.zaveri@enfield.gov.uk](mailto:sujal.zaveri@enfield.gov.uk) for further information.