

As a school we recognise that a diversity of thought, voices and perspectives is essential to good governance and the effective running of any organisation.

We regularly collect diversity information from our governors and, depending on current data, can use this to:

- target recruitment to address gaps in experience and diversity
- develop and adapt board practices to ensure full participation
- prioritise training and awareness-raising in identified areas
- address potential 'blind spots' through seeking wider advice and perspectives on current and upcoming opportunities, challenges and risks

However, we are unable to publish this information as it would mean that individual members of our governing body are identifiable.

As a trust, we collected and published the diversity data for the board in April 2023, please see here:

<https://conway-primary-school.schudio.com/files/documents/policies/Diversity-Survey-Results.pdf>