



School governing body equality 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 equality and diversity champion for their school and the duties they may perform. The appointment of an equality 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 equality 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 and harassment. An equality 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.¹

What's involved?

An equality 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 equality.

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 equality and diversity champion just needs to be passionate about fairness for all.

However, a champion may wish to take advantage of any additional training offered by their local authority or consortium related to equality 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 way.

Where can I find help and support on diversity issues?

There are many resources online to help identify discrimination. Third sector organisations such as [Show Racism the Red Card](#), [Stonewall Cymru](#) and [SNAP Cymru](#) are all good places to start. Your local authority may also offer equality training, on top of what's offered in the mandatory governor induction training package. For staff with ME backgrounds it would be helpful to also signpost them to [BAME Ed Network Wales](#).

¹ 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 equality and diversity champion be asking the head teacher and the governing body?

The equality 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 equality. 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.² Is this approach good enough?
- Who is the named support person/s 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 as a core cross cutting theme of the curriculum? What innovations and initiatives are being put in place?
- How inclusive is the school uniform policy?³
- How are learners' thoughts and opinions about equality and diversity in school captured and taken into account?
- What steps are being taken to ensure the school staff and governing body are as diverse and representative of our community 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?⁴
- 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](#)?
- 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 to champion equality and diversity?

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

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

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