

EQUALITY DUTY STATEMENT 2023

Inclusion and cohesion are at the heart of the ethos of Darrick Wood School, its agreed values of respect, honesty and responsibility and its day-to-day practice. Equality of opportunity, elimination of discrimination and meeting statutory duties are most important to ensure the success of the School and, as a result, students reach their full potential.

The School has relevant agreed practices on appointments, behaviour and discipline, community cohesion, disability, equality and diversity, gender, gifted and talented, inclusion, race equality, special educational needs and staff development. These are fully and consistently implemented, are monitored on a regular basis and have a positive impact. All improvements to the School's accommodation ensure that there is a positive impact on teaching and learning. A priority for 2022/23 was to seek to install cooling/heating in the Turner Building. Funding was agreed and work was completed by the summer 2023.

Darrick Wood School is proud of its record in promoting equality of opportunity for all its students and staff. Students enjoy their schooling, show commitment and demonstrate happy relationships and their self-esteem is reflected in very high attendance and exemplary behaviour. The School is vigilant in seeking out and eliminating any incident of bullying. There has only been one permanent exclusion in 2022-23 arising from a serious breach of the School Rules. Students are given ample opportunities to influence the School's decision making through a variety of school councils and discussions in tutor time as well as through personal, social and health education.

The School offers a broad and balanced curriculum for all, where choice is introduced increasingly from Year 8 upwards. There are consistently high standards of attainment. An historic gap in attainment by boys compared to girls closed in 2022 and this was maintained in 2023 but there remains a gap between the achievement of disadvantaged students (pupil premium) and their counterparts. These are key areas of focus within the School Development Plan.

Recruitment of staff is based upon clear person specifications and selection is focused upon potential in this context and prior experience. As a result, the staff complement is diverse in gender, ethnic background, religious belief and age.

Professional development is a priority for the School in meeting its world class aspirations and in driving improvement. All members of staff (teaching and associate) have a staff development objective to consolidate and enhance their knowledge and skills. Teachers have both compulsory and optional training opportunities to meet their identified needs. As a result, training is available at all levels including that for Early Career Teachers, aspirant middle leaders, middle and senior leaders. Success is demonstrated by the commitment of all members of staff and the high quality of teaching throughout the School.

David Wilcox
Chair of Governors
November 2023