

Darrick Wood School Equality Objectives

Preface:

Darrick Wood School is committed to fostering an inclusive and respectful learning environment where every student and staff member is valued. Situated in a diverse and dynamic community, we recognise our responsibility to prepare our students to thrive in a diverse and multicultural society. In line with the Equality Act 2010 and our Public Sector Equality Duty, Darrick Wood School has set the following Equality Objectives to promote equality of opportunity, eliminate discrimination, and foster good relations across our school community. These objectives have been shaped by local context, school priorities, and national guidance, and will be reviewed regularly to monitor progress and impact.

Our Equality Objectives align with the Impact Multi Academy Trust's Equality, Diversity, and Inclusion Policy, ensuring that we actively eliminate discrimination, advance equality of opportunity, and foster good relations among all individuals.

These objectives should be read in conjunction with the **Impact Multi Academy Trust Equality, Diversity, and Inclusion Policy** and the Darrick Wood School **Accessibility Policy**.

Darrick Wood School Equality Objectives:

1. Promoting Cultural Awareness and Understanding

- Develop students' appreciation of diverse cultures, religions, heritage groups and backgrounds through curriculum enrichment, assemblies, and extra-curricular activities.
- Ensure literature, case studies, and historical perspectives within our curriculum reflect the diversity of our school and society.

2. Ensuring Equal Access and Participation

- Monitor and actively promote the participation of all student groups in extra-curricular activities, leadership roles, and student representation.
- Identify and remove barriers to participation for students with SEND, students from disadvantaged backgrounds, and other underrepresented groups.

3. Closing Attainment Gaps

- Identify and address gaps in attainment and progress for all students, with a particular focus on boys, students eligible for Free School Meals (FSM), students with SEND, and students from ethnic minority backgrounds.
- Implement targeted interventions, utilising resources available, and support all to ensure that every student reaches their full academic potential.

4. Fostering a Safe and Inclusive School Environment

- Ensure that discriminatory behaviour, including the use of prejudiced language and bullying (please see the definition of bullying as per the Prevention of Bullying Policy), is addressed swiftly and consistently.
- Maintain clear procedures for reporting, recording, and responding to incidents of discrimination, in line with the school's Behaviour Policy.

- Provide training and guidance for staff to confidently challenge and address discriminatory attitudes and behaviours.

5. Enhancing Accessibility

- Improve physical and digital accessibility for students, staff, and visitors with disabilities, ensuring compliance with the Accessibility Policy.
- Make reasonable adjustments to support the inclusion of students and staff with additional needs, including SEND and medical requirements.

6. Ensuring Diverse Representation and Role Models

- Promote diversity in staff recruitment and leadership roles to reflect the diverse backgrounds of our students.
- Invite a wide range of external speakers from different backgrounds to engage with students, showcasing diverse career pathways and experiences.

7. Embedding Equality in Decision-Making

- Consider equality impacts when reviewing policies, planning school activities, and making key decisions.
- Use data analysis to monitor trends in student behaviour, achievement, exclusions, suspensions, and participation, ensuring that any disparities are addressed.

8. Promoting Active Anti-Discrimination and Allyship

- Educate students on their rights and responsibilities under the Equality Act 2010.
- Encourage student-led initiatives that support inclusion and equality, including student voice forums, peer mentoring, and awareness campaigns.
- Develop staff and student training on unconscious bias, privilege, and allyship to create an environment of mutual respect and understanding.

Monitoring and Review:

The implementation of these objectives will be regularly reviewed by the **Senior Leadership Team** and the **Governing Body**. Progress will be assessed annually through:

- Analysis of student achievement, attendance and behaviour data by key characteristics (including but not limited to ethnicity, gender and SEND status).
- Review of work to close attainment and progress gaps for disadvantaged students and those with SEND, through targeted academic support and wider pastoral provision.
- Analysis of records of curricular and extracurricular activities undertaken by those with protected characteristics.
- Monitoring the composition of our staff and leadership teams by key equality data, identifying any areas for action.
- Analysis of student, staff, and parent/carer surveys and other opportunities to collate feedback from different stakeholders.

- Review of staff training and engagement levels.
- Comparison of school workforce, governing body and student composition by characteristics.
- Monitoring of curriculum development and representation.

Our school community is stronger when we celebrate diversity, champion equality, and ensure that every individual has the opportunity to flourish. For further information or to discuss equality-related matters, please contact our Equality, Diversity and Inclusion Lead.

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