



Durham School

DEVELOPMENT PLAN 2019-2024



Durham School
Confidence for Life

M

MORAL INTEGRITY

We demonstrate a desire to do the right thing
We act in private as we do in public
We have the courage to say and do the right thing
We stand firm for what is right
We challenge things we think wrong and are open to challenge from others
We are accountable for failure as well as success, and do not allocate blame
We can be relied upon to do what is right
We demonstrate and promote honesty

A

AMBITION

We achieve our goals by consistently working toward them
We go above and beyond the call of duty
We aim for the best in 'me and them' and take pride in all we do
We seek help and support before giving up and identify lessons in setbacks
We encourage all to develop maximum potential and support others to achieve
We embrace opportunities, challenge, and seek to develop our skills and talents
We identify opportunities for School Development



R

RESPONSIBILITY

We do what we say we will
We are punctual and prompt in all that we do
We use our resources responsibly, developing and caring for our environment
We act before being asked and consistently deliver on expectations
We prepare thoroughly for all tasks
We encourage autonomy in all and seek leadership
We acknowledge and seek to resolve problems
We pioneer better ways of doing things



K

KINDNESS

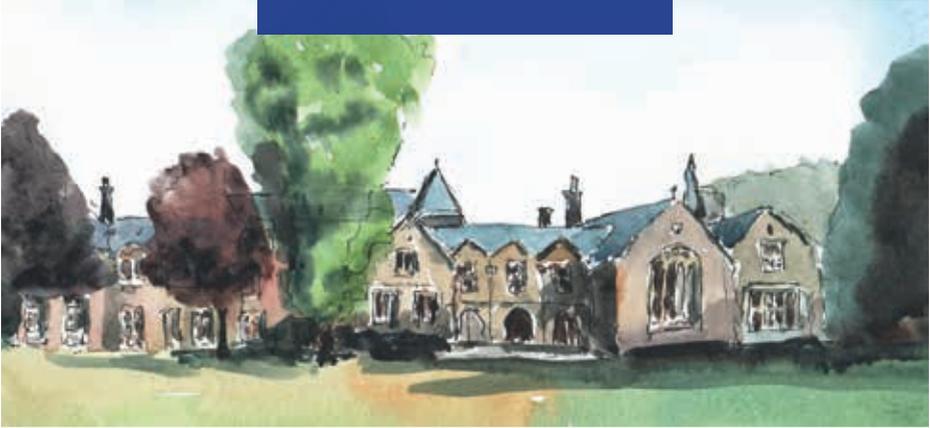
We are open and approachable to all
We welcome and listen to the opinions of others
We look to engage and involve all in the community
We attend to newcomers and those needing help, and build relationships actively
We are positive in responding to questions
We support each other and stand up for fellow colleagues and pupils
We acknowledge individual needs within the community
We speak positively of the School community



DURHAM SCHOOL

“Within a community shaped by moral integrity and kindness, Durham School aims to cultivate responsibility and ambition to ensure that every Dunelmian can thrive, be happy, and make a positive mark in the world.”





Development Plan 2019 - 2024

Our unofficial motto at Durham School is 'Confidence for Life'. We believe this confidence grows from having a clear set of guiding principles:- Moral Integrity, Ambition, Respect and Kindness. This is the MARK of a Durham School education. MARK helps our pupils to develop an understanding of themselves and the world around them. It provides a framework for them to explore their strengths and weaknesses, and to develop as well rounded individuals.

We are a diverse school with pupils and staff from a wide variety of backgrounds, representing over 20 different nations. This cultivates an understanding of others and an awareness of people as individuals. Above all the confidence we instil enables our pupils to continue to learn and develop long after they leave Durham School and is the foundations for their future lives.

Just as our pupils have to learn to prepare to succeed, as a school we too need to plan for the future. This development plan draws together the multiple threads of Durham School life and clearly articulates our vision for the coming years. It draws on parental surveys, analysis of future trends for teaching and learning and on the School's six centuries experience in developing confidence for life.

We believe sharing this plan across the wider Durham School community will make Durham School stronger, and a better place to learn and grow. It is necessarily a snapshot of our ambition for the future, and will evolve as we respond to our constantly changing environment, and your feedback is encouraged.

Kieran McLaughlin
Headmaster, Durham School

MISSION



MISSION



Our Mission

To provide its pupils with a complete education; one which instils in them an aspiration for achievement, a respect for others and a confidence for life.

Three Pillars

The three pillars of Durham School which support this mission and so provide an environment where pupils can explore, make mistakes, learn and grow are:

- Academic challenge which gives students a lifelong appetite for learning.
- Pastoral care to provide our students with emotional, moral and spiritual strength.
- Co-curricular opportunities which enrich and develop the individual, and foster leadership, collaboration and teamwork.

We do this by nurturing and supporting our students to become:

- Thinkers who can understand, research, evaluate and create, both collaboratively and independently.
- Individuals who are morally sound, emotionally resilient, reflective and effective communicators.
- Adults who act with responsibility, humility and kindness and are ready to make a positive contribution to society.



“Teaching and Learning is at the heart of what we do.”

Provide a broad and rich curriculum

- Curriculum review in light of changing GCSE and A level specifications.
- Redesign the “shape of the week” to better accommodate academic, co-curricular and pastoral programmes.
- Enable our pupils to become independent learners.

Promote a scholarly ambition

- Expand Extended Project Qualifications programme.
- Increase profile of 6th Form Lecture series and encourage more visiting speakers across the curriculum.
- Increased extension activities for scholars’ and others including skills days in Middle School and contemporary studies in Lower School.
- Working with the wider School community, develop a coherent and informed programme of university and careers advice.
- Enhance our existing links with universities.





Being ambitious for pupils

- Refine and improve our monitoring systems.
- Improve communication with parents about academic performance.
- Improve provision for Learning Support/EAL.

Being ambitious for staff

- Develop our CPD programme.
- Expand our coaching and mentoring programmes.
- Facilitate opportunities to learn from outside Durham School.

CO-CURRICULAR





"Providing first-class opportunities inside and outside the classroom"

Ensure all pupils have access to a broad range of activities

- Structure the programme of weekly activities to provide each year group with a balanced broad ranging programme.
- Maximise participation rates amongst pupils.
- Increase the number of pupils participating in two or more co-curricular activities per week, including clubs and academic societies.
- Increase the number of theme weeks, days and activities delivered through Departments. e.g. Science Week.
- Balance competing interests by better identifying priority activities.

Provide the best educational experiences possible through a coordinated programme of trips and visits

- Develop a three year rolling calendar of trips.
- Provide an accessible programme of trips for all pupils.
- Increase the number of short, local educational off-site learning experiences on offer to our pupils through their curriculum.
- Provide value for money.



"Our pupils have the opportunity to participate in a wide variety of trips and excursions at home and abroad."

Reflect the School's traditions and ethos

- Foster a spirit of participation through House competitions.
- Increase the number of opportunities for leadership and volunteering throughout School, including through programmes such as DofE, World Challenge and CCF.
- Increase opportunities for community service and outreach.
- Further develop the Weekend Activities programme.

Maintain our excellent reputation for Sport, Music and Drama

- Work with Bow to ensure programmes are consistent and progressive into Senior School.
- Maintain or increase the diversity of regularly occurring sports, music and drama activities.
- Encourage an even greater diversity of groups and teams.
- Develop tours and trips that inspire participation and excellence.
- Showcase excellence and achievement through external events e.g. External Theatre productions and National Finals Sports events.



PASTORAL





“If a child lives with encouragement, he learns to be confident.”

Ensure that pupils develop a sense of personal responsibility

- Provide opportunities for pupils to consider, discuss and debate relevant and age-appropriate issues around personal responsibility.
- Encourage care for belongings, presentation, work, and surroundings.
- Encourage pupils to reflect on their successes and challenges, and identify opportunities to act positively and with MARK.
- Create opportunities for pupils of all ages to be a voice for their peers.
- Increase the range of activities in which pupils can volunteer and be of service to others.
- Encourage a proactive approach to problem-solving in academic, pastoral and co-curricular areas of school life.

To encourage the spiritual development of pupils

- Encourage pupil participation in Chapel assemblies and services.
- Provide a programme of activities to provide opportunities for pupils to explore spiritual matters.





Deliver a consistent approach to discipline, welfare and other pastoral matters across the five houses

- Review and evaluate behaviour and effectiveness of sanctions and interventions.
- Develop whole-school, group and individual staff training on behaviour management and pupil welfare.
- Appraise and encourage staff effectiveness in managing behaviour and awareness of pupil welfare at appropriate level.

Encourage our pupils to develop a tolerance, understanding and respect for others.

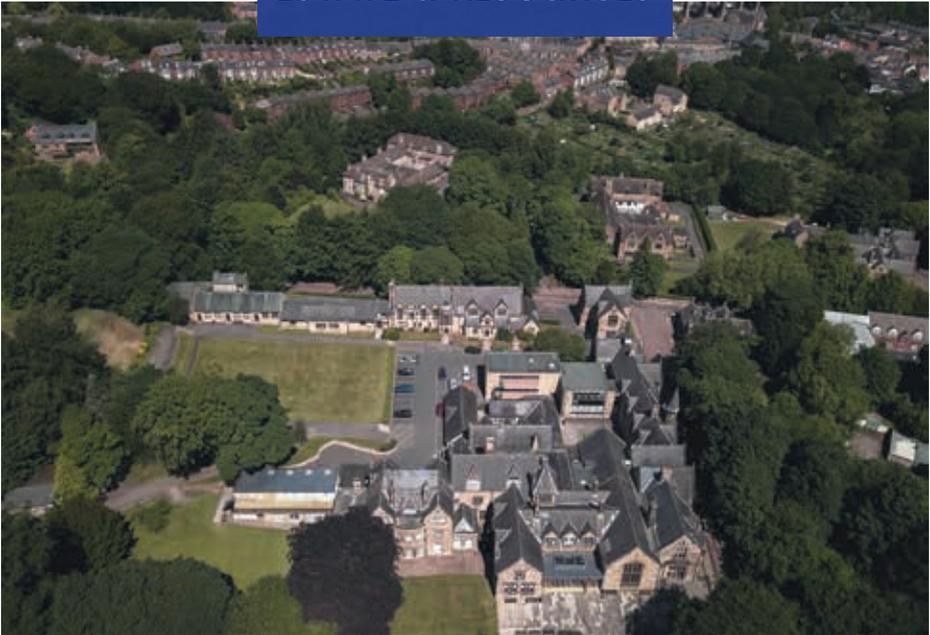
- Ensure that whole-school assemblies and Chapel talks represent a range of views and beliefs.
- Encourage pupil participation in Open events, induction processes and buddy systems.
- Develop a programme of House activities and competitions that promote teamwork, communication and cooperation.
- Encourage conflict resolution, empathy and understanding when managing behavioural and disciplinary incidents.



Ensure pupils feel safe, valued and able to thrive in the School environment

- Enhance opportunities for pupil voice, views and concerns to be expressed.
- Broaden scope of pupil surveys (e.g. Anti-Bullying Survey) to gather views on a wider range of issues and concerns.
- Develop PSHE programme in response to pupil voice.
- Establish team of MARK Ambassadors with broad representation of pupil body.
- Promote use of the VLE for pastoral reasons.
- Develop links with external agencies and providers to broaden range of support available to pupils.





“Set in 35 acres of beautiful grounds, Durham School's estate provides an attractive environment for teaching and learning.”

Finance

- Ensure that Durham School remains financially viable as a charity.
- Deploy resources with increased efficiency across the School.

Estates

- Produce a comprehensive plan for the School estate for maintenance and future development.

ICT

- Further invest in ICT infrastructure to support School equipment and bring your own devices.
- Continue to develop the *My Learning* platform.

STAFF



“It is our people that make us special. Durham School staff are all skilled practitioners, each with a passion for Durham School.”

Work to recruit and retain the staff we need to be the best we can be

- Ensure Durham School is a desirable place to work.
- Share clear goals with departments and teams.
- Review and evaluate line management and appraisal processes.
- Ensure staff have opportunities to develop both here and beyond.
- Celebrate staff expertise through publications.
- Further develop our induction, CPD, appraisal, coaching and mentoring programmes.



“At Durham School you can be sure of a very warm welcome.”

Recruit a diverse and talented pupil body to the Dunelmian community

- Recruit and retain the best pupils with regard to academic, sporting or cultural abilities.
- Diversify our boarding, both domestic and UK.
- Continue to develop our outreach programme into local primary and prep schools, and showcase our facilities through hosting taster sessions and a range of other activities.
- Improve links with feeder schools at 11+, 13+ and 16+.



SCHOOL COMMUNITY



CONFIDENCE FOR LIFE



“Developing closer ties with our ODs, parents and friends.”

To maintain and strengthen the Durham School community:

- Build on our improved engagement with ODs and Parents.
- Implement our new fundraising strategy and successfully deliver the “In This Place” campaign, transforming facilities in Sport, Science and Performing Arts.
- Offer new opportunities through increased bursary funding.
- Enhance the use of our archives and make them more accessible to staff, pupils and the wider school community.

Bringing more people onto campus through events

- Maximise external revenue from Durham School facilities.





“Delivering an outstanding education to young people around the world.”

Establish a world-class fleet of Durham Schools internationally

- Successfully open Durham School for Girls, Doha.
- Work to further other opportunities across the Americas, Asia, Africa and The Middle East.
- Continue to broaden pupils’ horizons through links with schools overseas.



Durham School
Confidence for Life

Durham School
Quarryheads Lane
Durham City
DH1 4SZ

0191 731 9270
development@durhamschool.co.uk
www.durhamschool.co.uk
Reg Charity Number. 1023407