



Spring Common Academy Equalities Planning 2018 -19

Feedback from questionnaires (January 2018):

1. Accessibility (Premises and facilities)

- Cambridgeshire County Council capital plan will address accessibility and suitability issues identified for specialist provision using Building Bulletin 104. An updated map of the school completed by the council for this project.
- **Signage and tactile signs including signposting to aid independent travel.**
- Current provision of gates and low fences in lower school playground needs revision so staff do not need to guard entrances for safety
- **Marking redone in playground**
- Upstairs conference room not accessible for wheelchair users and cost prohibited to install lift. Accessible meeting room near reception in Lower School created in September 2017.
- **Car parking review undertaken with Cambridgeshire County Council and Huntingdon District Council as part of planning permission for additional mobiles to create new 'Travel Plan 2017'.**

2. Supporting our pupils.

- Continue doing what we do as a school so well
- Reviewed lunchtime and unstructured times in June 2017 and change to shorten lunchtime introduced after consultation.
- **Maths and English returned to mornings lessons.**
- Funding for specialist teaching assistants reduced due to no further uplift in High Needs Block funding.
- Revisits to Top UP funding undertaken for high needs pupils to recover costs of placement.
- Queried NHS OT sensory integration provision now not provided as part of NHS core offer. Concern that sensory assessments will not be undertaken by NHS.
- Speech therapy review and focus in staff training plan to increase number of Makaton trainers. Speech and language therapy has

focus on developing communication systems for admissions and Lower school children.

- **We need to plan over the next 5 years** to meet the full range of pupil need and changes of pattern of special needs as part of the strategic plan (Head Teacher). Progress with assessment as DFE hub and curriculum design developing for semi – formal learners.

3. Staff recruitment, training and appraisal

- **Give teachers more time** on Monday and Tuesday evenings **to share good practice** and allow ideas in Key Stages. This has been part of the teachers' calendar but whole staff training required to ensure continuity of practice across the school.
- **More time for** Post 16 and KS4 staff to carry out **moderation**, liked the 2 hour allocation for internal moderation of Transition Challenge Scheme.
- More planned time for staff to feedback on training and expectation of feeding back as part of their CPD expectation.
- **Permanent cover staff strategy** to avoid unfamiliar agency supply who do not know pupil and school routines. Revisit in spring term 2018.
- **Standards Tracker for Teachers** now in second year and more evidence linked to targets.
- Review job descriptions and create Spring Common Academy Trust Job Families for implementation in January 2019. (Head Teacher)

4. Our provision / School environment

- School environment is amazing and my child loves his time at school. He loves learning and want to know more (Parent)
- Relocate Post 16 Vocational Support Assistant to quiet office area
- Resolve gardener support for Post 16 sensory garden.
- Make better use of courtyards between classrooms to include outdoor activities as part of the new building adaptations.
- Wider facilities are required with new build from capital plan to implement wider vision.(Head Teacher)

5. Links to community as preparation for adulthood.

- Investigate further opportunities to prepare for adulthood.
- **European links to continue with sustained budget** as impact on Post 16 learners for their personal development and independence is huge; as well as wider International Community.
- **School Council to be given a higher profile** to value their role for the school overall

6. Curriculum.

- Review semi – formal curriculum recommended by Rochford Review
- More time in the curriculum for self - help such as dressing, putting on shoes to develop independence

7. Links to community

- School Council does an amazing job.
- Teaching School and Discovery TSA is having impact locally.

8. Other

- We should all realise the school is doing incredibly well at a time of severe financial constraints and cuts.

Dated 19.02.18



Spring Common Academy

EQUALITIES OBJECTIVES 2018 - 19

1. Accessibility (Premises, facilities and accessibility Plan)

- 1.1 CCC capital plan to support suitability and accessibility for pupils Premises and Facilities plan 2017 -22 to outline detailed developments required with Cambridgeshire County Council as partner.
- 1.2 Complete playground markings for play and line up to Key Stage 3 once landscaping for mobiles completed. Include emotions faces and learning outside the classroom definitions. Investigate tactile signs to aid independence and more VI trails.
- 1.3 Implement 2017 Travel Plan and car parking allocation to staff.

2. Supporting our pupils

- 2.1 Education Plan for Trust for changing needs of pupils linked to new special school at Alconbury Weald (Prestley Wood Academy).
- 2.2 Year 2 Scrutiny of matrix funding linked to needs (Top up funding)
- 2.3 Year 3 - Continue development of Artsmark action plan
- 2.4 Review computing and resources by summer 2018 to create new plan.

3. Staff recruitment, training and appraisal:

- 3.1 Coaching and mentoring Plan for staff plans started in spring 2018
- 3.2 Review cover and the staffing structures as budget allows for 2018/19
- 3.3 Year 2 'Standards Tracker' for teachers linked to appraisal
- 3.4 Year 3 - Staff recording to show evidence of school values and action plan to strive for gold award. (Artsmark)
- 3.5 Year 3- Continue Autism training plan to ensure consistency of staff practice in relation to communication, use of visuals, structures and inclusion.

4. Curriculum.

- 4.1 Review the curriculum offer in readiness for September 2018 to include further definition of schematics for the semi – formal curriculum.
- 4.2 Development of International School activities including Erasmus Strategic partnership submission.
- 4.3 Eco school activities and action plan.

5. Our provision/ School environment

- 5.1 Better use of courtyards and outside spaces to create learning environments as part of CCC capital plan.
- 5.2 Complete sensory and soft play rooms in new classrooms.
- 5.3 Display rota to maintain learning environment.

6. Links to community

- 6.1 Year 3 European links to continue for Post 16 students with sustained budget
- 6.2 Year 3 School Council given a higher profile / mentoring scheme younger children.
- 6.3 Year 3 - PR and publicity and 'Marketing Plan' for Trust