



## Spring Common Academy

### EQUALITIES PLAN 2020 - 21

#### **1. Accessibility (Premises, facilities and accessibility Plan)**

- 1.1 CCC capital plan to support suitability and accessibility for pupils Premises and Facilities plan 2019 -21 detailed design with Cambridgeshire County Council referenced to Building bulletin 104. Implement Travel Plan and car parking allocation from car parking detailed plan. (Build starts summer 2020)
- 1.2 Safer way to cross the road in front of the school entrance. (Travel Plan)
- 1.3 Complete playground markings for play and line up to Key Stage 3 and create outdoor plans for Key Stage 3 to meet the needs of all learning pathways. (Following Capital Build)
- 1.4 Additional flooring replacement following the Capital Build 2021.
- 1.5 Application for Variety Club minibus replacement and other schemes to update vehicles and move from 4 to 3 vehicles.
- 1.6 Review numbers of paper copies we use and the use of plastics (Eco School).
- 1.7 Investigate PA system or way to contact staff in separate buildings.

#### **2. Supporting our pupils**

- 2.1 'Artsmark action plan' and submission.
- 2.2 Review 'Computing strategic Plan 2020 – 2023 ' by summer 2020

#### **3. Staff recruitment, training and appraisal:**

- 3.1 Year 3 Implementation of 'Coaching and mentoring culture Plan' for staff
- 3.2 Review 'Staff cover and resources Plan' as budget allows for 2020 -21 and investigate viability with budget of few cover supply staff at a time of reduced budget.
- 3.3 'Autism staff training plan' to ensure consistency of practice in relation to communication and interaction, use of visuals, structures and inclusion.

#### **4. Curriculum.**

- 4.1 Implement the statutory 'Model of engagement' new assessment for children not able to follow subject specific curriculum and Discovery TSA training for best practice.
- 4.2 Finalise curriculum resources library for curriculum to support teachers.
- 4.3 Review 'International School activities' for re- accreditation in 2021.
- 4.4 Eco school activities and action plan for re- accreditation.

#### **5. Our provision/ School environment**

- 5.1 Develop and obtain quotes for outdoor learning spaces for Key stage 3.

#### **6. Links to community**

- 6.1 International School action plan 2019 -21.
- 6.2 School Council to support Eco School action plan.