



*Spring Common Academy is part
of Horizons Education Trust*

Spring Common Academy EQUALITIES PLAN 2021 - 22

1. Accessibility (Premises, facilities and accessibility Plan)

- 1.1 Establish outside areas for learning across the school with focus on Upper School.
- 1.2 Complete playground markings for play and line up and signage for accessibility.(Following Capital Build)
- 1.3 Secure access for forest area, refurbishment and access trail.
- 1.4 Relocate climbing wall.
- 1.5 Review numbers of paper copies we use and the use of plastics (Eco School).
- 1.6 Additional flooring replacement following the Capital Build 2021.
- 1.7 Update Wi-Fi and IT systems.

2. Supporting our pupils

- 2.1 'Artsmark action plan' and submission.
- 2.2 Development of whole school mental health strategies and support.

3. Staff recruitment, training and appraisal:

- 3.1 Review and update 'Coaching and mentoring culture Plan' for staff
- 3.2 IT training and digital literacy programmes for staff.
- 3.3 Training for future leaders and succession planning based on identification of staff potential and skills from appraisal.
- 3.4 '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 and moderation of practise with other providers.
- 4.2 Review 'International School activities' for re- accreditation.
- 4.3 Eco school activities to reduce use of paper and plastics for sustainability.

5. Our provision/ School environment

- 5.1 Create themed outdoor spaces linked to Key Stages.

6. Links to community

- 6.1 School Council to support links to other schools and advocacy groups.