



*Spring Common Academy is part
of Horizons Education Trust*

Spring Common Academy EQUALITIES PLAN 2022 - 23

1. Accessibility (Premises, facilities and accessibility Plan)

- 1.1 Complete playground markings for play and line up.
- 1.2 Provide equipment for pupils at break and lunchtimes to improve engagement.
- 1.3 Review numbers of paper copies we use and the use of plastics (Eco School).
- 1.4 Additional flooring replacement following the Capital Build.

2. Supporting our pupils

- 2.1 Extend use of IT through digital literacy strategy.
- 2.2 Development of whole school mental health strategies and support.

3. Staff recruitment, training and appraisal:

- 3.1 Extend supervision and discussion groups to include more staff.
- 3.2 Training for future leaders and succession planning based on identification of staff potential and skills from appraisal.
- 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 Review of curriculum provision to maximise learning opportunities for all pupils.
- 4.2 Review accreditations – Artsmark, Eco Schools, International Schools.
- 4.3 Collate evidence for Healthy Schools application.
- 4.4 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 Extend community link on AAG through second community member.