



**HORIZONS**  
EDUCATION TRUST

## **Equalities Plan 2024 -5 objectives**

### **1. Premises, Facilities and Our Accessibility**

- 1.1 Update the equipment in the SCA for Early years pupils
- 1.2 Introduce sensory room to RMA Wisbech site
- 1.3 Decoration of rooms at St Neots site
- 1.3 update furniture at St Neots site
- 1.4 Review medical facilities and procedures and practice across the Trust
- 1.5 Review Travel plans in all our Academies.

### **2. Staff Recruitment, Training, Appraisal**

- 2.1 Update appraisal and Capability Policy and supervision for staff
- 2.2 Plan wider opportunities for supervision, coaching and mentoring
- 2.3 Staff training plans updated to broaden SEND offer.
- 2.4 Continue to develop recruitment and induction training to support new Academies.

### **3. Curriculum**

- 3.1 Academies to focus on personal finance to support pupils for preparation for adulthood as parents think financial competency is important.
- 3.2 Develop a Literacy strategy across the Trust to raise standards.
- 3.3 Continue Year 2 plan for metacognition project so teachers develop confidence with sequencing learning and building skills and knowledge overtime for their pupils.

### **4. SEND Provision / School Environment**

- 4.1 Audit SEND provision within Academies to identify any provision gaps
- 4.2 Develop parents and community participation and feedback.

### **5. Displays and environment**

- 5.1 Projects to develop outdoor learning overtime at all Academies.

### **6. Community**

- 6.1 Implement the Trust communication strategy.

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The questionnaire indicated a high level of satisfaction for RMA Wisbech Green facilities as a new building. Responses from parents focused on planning of classes which have changed to respond to demands of new admissions sometimes mid – year.

Dated: March 2024