Accessibility Statement
& Three Year Accessibility Plan
January 2019 – January 2022

42 – 44 Harmer Street
Gravesend
Kent
DA12 2AX

Statement:	Accessibility plan
This statement was approved:	March 2017
This statement was updated on	January 2019
This statement will be reviewed:	January 2022

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Executive Board are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan over a prescribed period.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”.

According to the Equality Act 2010 a person has a disability if:

(a) He or she has a physical or mental impairment, and

(b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is structured to complement and support the school’s Equality Objectives, and will similarly be published on the school website. We understand that the Local Authority will monitor the school’s activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

Objectives

Pierview Academy is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

The school recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

The Pierview Academy Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the school within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where

practicable.

The Accessibility Plan contains relevant and timely actions to:-

- Increase access to the curriculum for pupils with a physical disability and/or sensory impairments, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as the able-bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or schools visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;

- Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;

- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.

The Pierview Academy Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.

Whole school training will recognize the need to continue raising awareness for staff and Executive Board on equality issues with reference to the Equality Act 2010.

This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- Behaviour Management Policy
- Curriculum Policies
- Health & Safety Policy
- School Improvement Plan

The Accessibility Plan for physical accessibility relates to the Access Audit of the School, which remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.

Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all Executive Board' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

The Accessibility Plan will be published on the school website.

The Accessibility Plan will be monitored through the Executive Board.

The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

Approved _

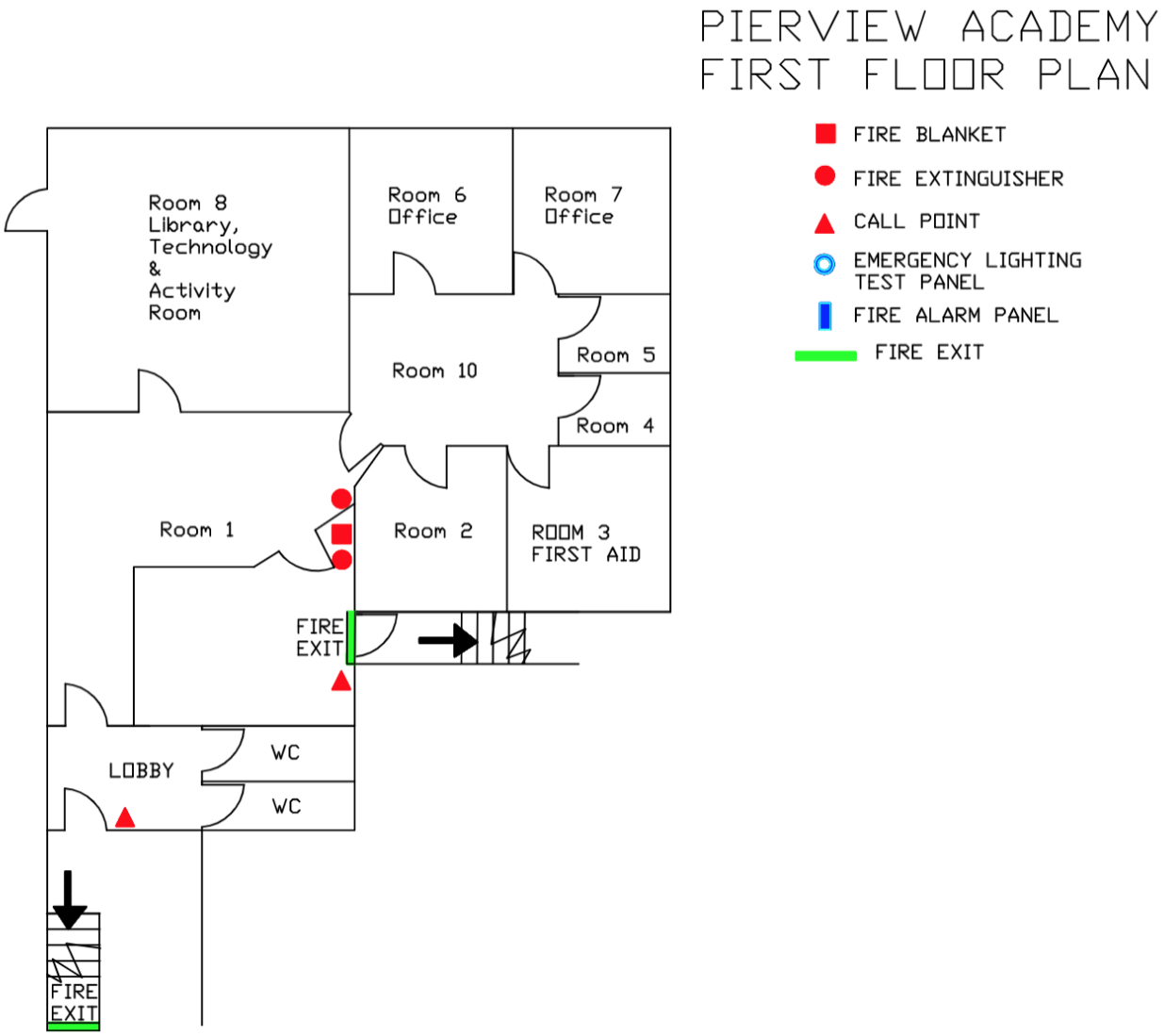
Date _

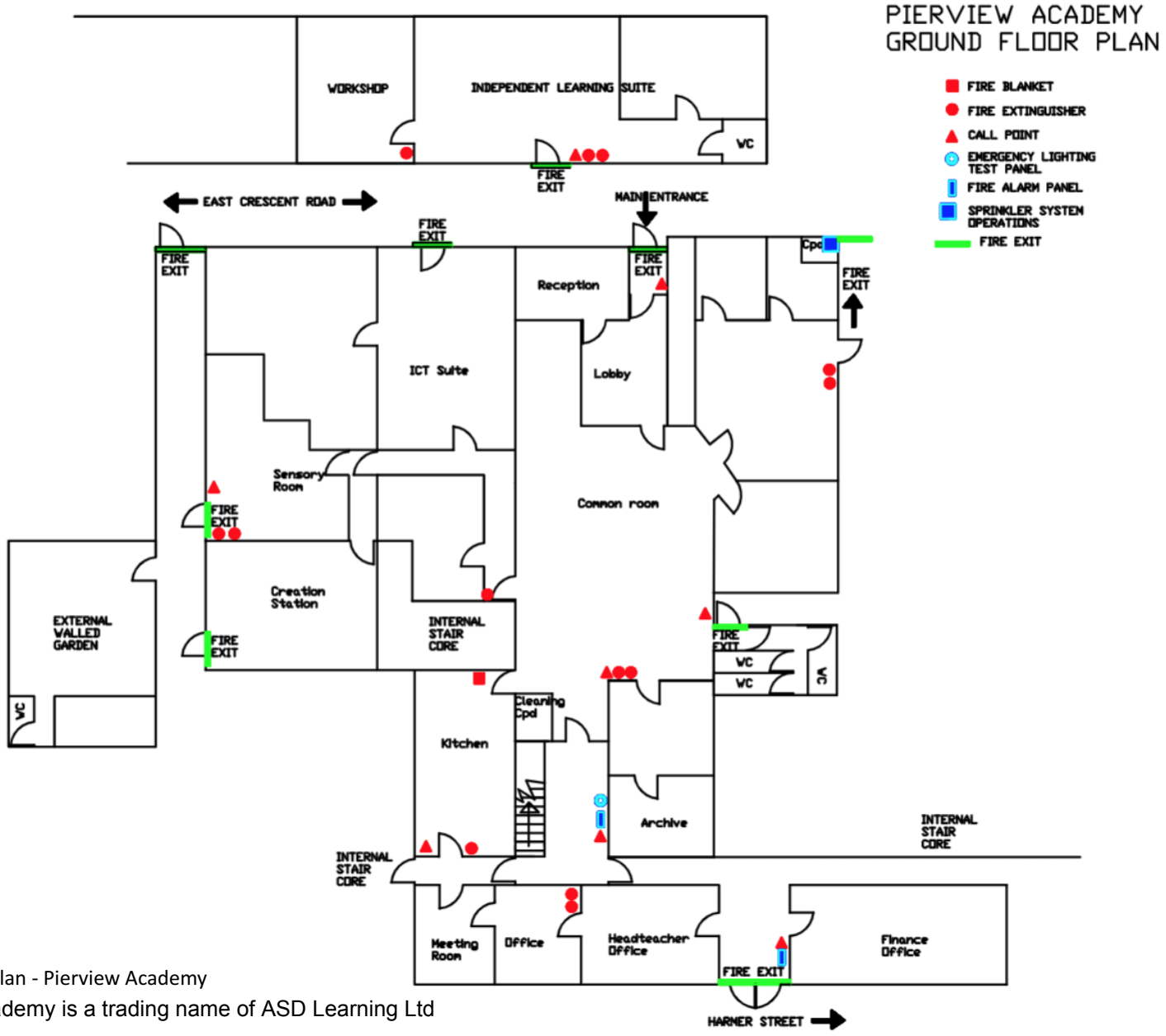
It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Attached is a set of action plans showing how the school will address the priorities identified in the plan.

The priorities for the Accessibility Plan for our school were identified by:

- **The School Management Committee**
- **Head Teacher**
- **Behaviour Lead**
- **Operation Managers**
- **Assistant Head Teacher**

Plans of the school buildings showing areas of accessibility are shown below




PIERVIEW ACADEMY
GROUND FLOOR PLAN
FIRE BLANKET
FIRE EXTINGUISHER
CALL POINT
EMERGENCY LIGHTING TEST PANEL
FIRE ALARM PANEL
SPRINKLER SYSTEN OPERATIONS
FIRE EXIT
WORKSHOP
INDEPENDENT LEARNING SUITE
WC
FIRE EXIT
EAST CRESCENT ROAD
MAIN ENTRANCE
FIRE EXIT
FIRE EXIT
FIRE EXIT
Reception
Cpd
FIRE EXIT
ICT Suite
Lobby
Sensory Room
Common room
FIRE EXIT
Creation Station
EXTERNAL WALLED GARDEN
FIRE EXIT
INTERNAL STAIR CORE
FIRE EXIT
WC
WC
WC
Cleaning Cpd
Kitchen
Archive
INTERNAL STAIR CORE
INTERNAL STAIR CORE
Meeting Room
Office
Headteacher Office
FIRE EXIT
Finance Office
HARMER STREET

Pierview Academy
Accessibility Plan

Current situation	Proposed improvement	Timing
Pierview Academy is not currently adapted for students and staff with physical disabilities. ● When a student with physical disabilities is referred to the school, the costing for the placement will include funds for adapting the building in line with 1 to 6 and 8 to 11. ● If a candidate with disabilities is accepted for a post, a risk assessment will be carried out to determine what adaptations are needed to enable them to work at the school.	The following proposals – 1 to 8 will be implemented over the indicated period.	These timings will be accelerated if a student with these disabilities is referred to the school or a candidate with these disabilities is employed by the school so as to not delay admission or employment unnecessarily.
1. Stair case from main entrance to main areas of centre on first floor of building. This is unsuitable for students and employees who use wheel chairs or who are unable or unwilling to walk up the stairs.	a) Installation of stair lift to the first and second floors of the building. b) Installation of stair rail on stair case.	August 2019 August 2019

2. Toilets in building unsuitable for staff and students who use wheel chairs or who have limited mobility.	Adaptation of one of the toilets on the first floor as a disabled toilet.	January 2020
3. Main door to building cannot be opened very easily by students and staff in wheel chairs.	Installation of automatically opening door – operated by push pad beside door	April 2020
4. Warning notices and other signs around the centre cannot be seen clearly by staff and students with visual disabilities.	Use of large, bold letters on signs and braille signs.	September 2019
5. In the event of a fire on the first or second floors students cannot be easily evacuated out of the building.	Purchase of an Evacuchair to enable evacuation of disabled students down the stairs.	September 2019
6. Students and staff with hearing disabilities do not know when there is a fire emergency or when there is a telephone message.	a) Installation of red light system so that when the fire alarm sounds a red light flashes at the same time. b) Installation of text phone which has a red light that flashes when a message comes through.	September 2019
7. The school cannot accommodate students who have babies.	Provision of facilities to care for babies such as changing facilities, quiet sleeping areas and areas for the preparation of food.	September 2019
8. The school prospectus provided by the school cannot be read by	The prospectus will be provided in the following formats: a) Large/bold print	September 2019

students who have visual impairments.	b) Braille c) Spoken/audio	September 2020 September 2020
9. The curriculum material cannot be read by students who have visual impairments.	The curriculum material including work sheets, work books and text books will provided in the following formats: a) Large/bold print b) Braille c) Spoken/audio	 September 2019 September 2020 September 2020
10. Students with hearing impairments cannot access group and one to one lessons.	Training of two members of staff in British sign language to act as signers both during the group lessons and in one to one sessions. This training will be cascaded to all staff in the centre. Provision of induction loops and supporting transmission equipment for use with hearing aids that can be switched to T.	December 2019 July 2020 September 2019
11. Students with physical disabilities cannot access parts of the PE curriculum on offer the centre, namely: team games, in the centre or park.	Provision of an adapted wheel chair suitable for use in team games. Training of staff and students to include students in games.	September 2019 September 2019