

Blackfen School for Girls



Accessibility Policy

Headteacher: Ms C Senior
Chair of Governors: Mr W Stone

	Date	Name	Signature
Policy Date	February 2026		
Review Date	February 2029		
Review Period	Every 3 Years		
Lead Person	Business Manager	Gary Morgan	
Prepared by	Business Manager	Gary Morgan	
Verified by	Headteacher	Carrie Senior	
Approved by	Chair of Governors	William Stone	

Blackfen School for Girls

Policy Overview:

The Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The Act provides a single, consolidated source of discrimination law, simplifying the law and extending protection from discrimination in some areas. For further information, see the school's Equality Policy.

The Act makes it unlawful for the school to discriminate against, harass or victimise a student or potential student:

- In relation to admissions.
- In the way it provides education for students.
- In the way it provides students access to any benefit, facility or service.
- By excluding a student or subjecting them to any other detriment.

The school's liability not to discriminate, harass or victimise does not end when a student has left the school, but will apply to subsequent actions connected to the previous relationship between school and student, such as the provision of references on former students or access to "old students" communications and activities.

Key Objective:

To reduce and eliminate barriers to access to the curriculum and to full participation in the school community for students, and prospective students, staff, volunteers and visitors with a disability.

Protected Characteristics:

(The term "protected characteristics" is used to refer to the personal characteristics to which the law applies).

It is unlawful for a school to discriminate against a student or prospective student by treating them less favourably because of their:

- Sex.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

It is also unlawful for a school to discriminate because of the sex, race, disability, religion or belief, sexual orientation or gender reassignment of another person with whom the pupil is associated.

Provisions Relating to Disability:

Definition of Disability

The Equality Act 2010 defines disability as when a person has a "*physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.*"

Blackfen School for Girls

Some specified medical conditions, HIV, multiple sclerosis and cancer are all considered as disabilities regardless of their effect.

Long term is defined as lasting, or likely to last, for at least 12 months.

Reasonable Adjustments

Where something which the school does places a disabled student at a disadvantage compared to other students the school will take reasonable steps to try and avoid that disadvantage.

The school will provide an auxiliary aid or service for a disabled student when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the student faces in comparison to non-disabled students.

In addition to considering reasonable adjustments for particular disabled students, the school will also consider potential adjustments which may be needed for disabled students generally as part of its accessibility planning duties.

All decisions under the reasonable adjustment duty will depend on the facts of each individual case, which may include the financial or other resources required for the adjustment, its effectiveness, its effect on other students, health and safety requirements, and whether aids have been made available through the SEN route.

The school will try and ensure that disabled students can play as full a part as possible in school life and the reasonable adjustments duty will help support that, however, there will be times when adjustments cannot be made because to do so would have a detrimental effect on other students and would therefore not be reasonable.

Schools have a duty to supply auxiliary aids and services as reasonable adjustments where these are not being supplied through SEN statements or from other sources. Where an auxiliary aid is not provided under the SEN route there should be no assumption that it must be provided as a reasonable adjustment and all decisions will depend on the facts of each individual case.

There is no legal definition for what constitutes auxiliary aids and services and for the purpose of this policy, in accordance with the Department of Education's advice in *The Equality Act 2010 and schools* (May 2014), the school interprets this to mean any things or persons which help, for example, coloured overlays, adaptive keyboards and special software.

It is likely to be considered unreasonable for the school to provide auxiliary aids which a student needs, such as hearing aids, which are not directly related to their educational needs or their participation in school life, but which are generally necessary for all aspects of their life.

Complaints and Discrimination Claims:

Should parents/carers or students be dissatisfied with the support provided they should discuss their concerns directly with the school. If for whatever reason this does not resolve the issue, they may make a formal complaint in accordance with the school's complaints policy.

Claims of discrimination on grounds of disability against the school will be heard by the First-tier Tribunal. Claims of discrimination or harassment against a student by the school have to be brought to the tribunal by the parent/carer of the student within six months of the act to which the claim relates. Any remedy ordered by the tribunal is expected to be educational and will not include payment of compensation.

Blackfen School for Girls

Accessibility Plan:

Schools are legally required to prepare a written Accessibility Plan for disabled students to;

- Increase the extent to which disabled students can participate in the curriculum.
- Improve the physical environment of the school to increase the extent to which disabled students are able to take advantage of education and benefits, facilities or services provided or offered by the school.
- Improve the delivery to disabled students of information readily accessible to students who are not disabled, within a reasonable time and in ways which are determined after taking into account the students' disabilities and any preferences expressed by them or their parents.

Schools must keep their Accessibility Plan under review throughout the period to which it relates and revise it if necessary. Schools must ensure that they implement their Accessibility Plan, and that they have adequate resources to implement it. A school inspector can ask to see the Accessibility Plan and may consider the preparation, publication, review, revision and implementation of it.

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

- Curriculum
- Equality
- Staff development
- Health & safety
- Special educational needs
- Behaviour
- Teaching and learning
- School prospectus

The Accessibility Plan is available on request and will be monitored by governors.

Blackfen School for Girls

ACCESSIBILITY PLAN

Schedule 21: Action Plan (Building & Facilities) – Updated February 2025

This plan is reviewed internally by the DHT – Reviewed every 3 years

School Name: Blackfen School for Girls

Ref	Question	Recommendations	Time Scales	Priority	Cost	Responsibility	
						LEA	School
1	Car Parking	Review parking areas for staff	Sep 21	Medium			✓
2	External Ramp and Steps	<ul style="list-style-type: none"> • Ensure visibility stripe painted • Provide tactile treads as necessary 	ongoing	Medium			✓
3	Corridors	<ul style="list-style-type: none"> • When replacing signage, incorporate tactile • Corridors narrow – keep left – one way system 	Ongoing	Low			✓
4	Doors	Ensure door closers are serviced annually	Ongoing	Medium			✓
5	Vertical Movement	Replace signs on stair access main block – one way up and down	Ongoing	Medium			✓
6	Stairs	<ul style="list-style-type: none"> • Fit tactile matting at top and bottom of stairs - Technology • Science/History rolling programme 	On going	Medium			✓
7	Lifts	<ul style="list-style-type: none"> • Lift for main block 	N/A	High			✓

Blackfen School for Girls

Schedule 21: Action Plan (Building & Facilities) – Updated February 2023

School Name: Blackfen School for Girls

Ref	Question	Recommendations	Time Scales	Priority	Cost	Responsibility	
						LEA	School
8	WCs general	All accessible toilet areas are fully functioning and in good working order.	Ongoing	Low	-	-	✓
9	Accessible WCs	The school has increased the number of accessible WCs by 1 in the new teaching block. Further review will be part of the schools general H&S audit.	Ongoing	Low	-	-	✓
10	Changing and Shower facilities	The school created 2 shower cubicles in the Dance & Drama block changing room.	Ongoing	Low	-	-	✓
11	Fixtures/Fittings/Lighting	<ul style="list-style-type: none"> • Replace old fittings with LED Additional capital funding for reducing both cost and carbon emissions was introduced in 2022-23.	Ongoing	Medium			✓
12	Means of Escape and Alarms	<ul style="list-style-type: none"> • New fire escape for IT & Dance/Drama block. The CIF bid submitted for this has been rejected 3 times. 	Ongoing	High			✓
13	Building Management	<ul style="list-style-type: none"> • Closer mechanisms checked termly for ease of use • Doors/windows serviced 	Termly-ongoing	High	-	-	✓
14	Classrooms	Continue with current colour strategy i.e. pale walls, dark doors	Ongoing	-	-	-	✓