



MARLBOROUGH COLLEGE

Accessibility Policy and Action Plan 2021-2025

Introduction

Marlborough College values the diversity of our community and is committed to developing a culture of inclusion.

We are committed to providing an environment which values and includes pupils, staff and visitors regardless of their educational, physical, social, spiritual, emotional and cultural needs. We actively seek to remove any barriers to entry to the College for pupils, staff and visitors with a physical disability or special educational needs.

We recognise, however, that our large campus, with its historic buildings spread across a multi-level site, currently presents accessibility challenges for pupils, staff and visitors with physical disabilities. We are working hard to resolve this and continue to make improvements throughout the College. We monitor our buildings and campus and seek to take reasonable steps to improve the College's physical environment in order to increase the extent to which pupils with a disability are able to take advantage of our education, sporting facilities and associated services.

Action Plan

Marlborough College produces a written Accessibility Action Plan. This five-year plan, which is reviewed annually, sets out our specific goals to improve accessibility. Our Action Plans are formulated with reference to Schedule 10 of the Equality Act 2010 and reflect our commitment to:

- (a) increase the extent to which disabled pupils (including those with learning difficulties) can participate in the College's curriculum;
- (b) improve the physical environment of the College in order to increase the extent to which disabled pupils are able to take advantage of education and associated services offered by the College;
- (c) adapt, for example, printed documents provided in the classroom to suit the needs of disabled pupils.

Our Action Plan for 2016-2020 resulted in 63 improvements to accessibility, focused mainly on navigation around the campus, including:

- Improved access to Morris House
- Improved access to C2 House
- Improved access to Water Meadows car park

- Concrete footpath to lake area
- Resurface of footpath through The Wilderness
- Re-cast steps and installation of handrail for Morris House
- Improved access to Sanatorium/Medical Centre
- Dropped kerbs and access ramps in a number of locations across the College
- Provision of a pedestrian traffic light crossing, including barriers and tactile paving to each side of the road at the entrance to the College

Our Action Plan for 2021-2025 will continue to seek to make improvements to accessibility throughout the College's buildings and across its extensive campus. All new buildings will comply with the Equality Act 2010, and all refurbishments of existing buildings will, as far as practicable, be adapted to accommodate pupils, staff and visitors with a disability.

An external audit of physical accessibility across the campus, with a particular focus on internal adjustments to existing buildings, will be conducted in the 2021/22 Michaelmas Term. The recommendations from this audit will be added to the list of planned improvements to the physical environment in our Action Plan for 2021-2025.

We are also committed to increasing the extent to which the disabled and those with special educational needs can participate in the school curriculum and to improving the provision of information to the disabled as outlined in sections 3(2)(a) and (c) Schedule 10 of the Equality Act 2010. This aspect of our Accessibility Policy and Action Plan falls under the jurisdiction of the Head of Learning Support. The new objectives for our 2021-2025 Accessibility Action Plan are currently being developed and will be incorporated into our Plan in the 2021/22 Michaelmas Term.

We expect to publish our complete Action Plan for 2021-2025, setting out our ambitions to improve accessibility across the College, once it has been approved by Council in December 2021.

Equality, Diversity and Disability

Marlborough College will continue to work to ensure that all applicants for admission to the College are treated equally. Applicants, and existing pupils, with a disability or special educational needs are valued and will not be discriminated against.

Although the College is working towards improving accessibility throughout its campus, we recognise that we currently have limited facilities for the disabled. We will, however, do all that is reasonable to meet our commitment to supporting diversity and inclusion, and to comply with our legal responsibilities under the Equality Act 2010, by accommodating the needs of applicants and existing pupils with disabilities through the provision of reasonable adjustments based on the information provided to the College by the applicant's parents.

Admissions

Parents of a child who has any disability or special educational needs should provide the College with full details on enrolment using the Learning Difficulties and Disability (SEND) form. This is attached to the SEND Code of Practice Policy as Appendix A. The College needs to be aware of any particular requirements which may affect a child's ability to participate in the admissions procedure and to take full advantage of the education provided at the College. The purpose of obtaining this information is to allow the College to consider any adjustments it might need to make.

Staff

Marlborough College is an Equal Opportunities Employer and is opposed to any form of discrimination against its staff or potential staff.

We will therefore continue to recruit and promote staff on the basis of merit and to work to ensure that physical disability is, in itself, no bar to recruitment, promotion or training. We require all our managers and staff to respect this policy and to act in accordance with it.

Supplementary Policy Documents

This Accessibility Policy and Action Plan should be read with reference to the following documents:

- Marlborough College Admissions Policy
- English as an Additional Language Policy
- Equal Opportunities Policy
- Learning Support Policy
- SEND Code of Practice Policy

Accessibility Committee

The Accessibility Policy and Plan is authored by the Bursar. The SEND Code of Practice Policy is authored by the Deputy Head (Academic). Both documents are reviewed by the Accessibility committee, which includes:

- Bursar
- A member of Council
- Second Master
- Deputy Head (Academic)
- Deputy Head (Pastoral)
- Head of Learning Support
- Head of Admissions
- Director of Operations
- Director of HR
- Director of Enterprises
- Director of Capital Projects

The Committee may co-opt additional members whose expertise in any field would be of assistance. The Committee's terms of reference are:

- To improve accessibility to the campus and buildings by considering such needs and priorities within the framework of the Marlborough College Capital and Master Development Plan
- To improve accessibility to the curriculum and information, increasing the extent to which disabled pupils (including those with learning disabilities) can participate in the curriculum
- To consider the impact of any regulatory changes affecting accessibility through an annual review of the Accessibility Policy and SEND Code of Practice Policy
- To develop, monitor and review progress of projects included in the Accessibility Action Plan
- To meet as required, but at least annually

- To make an annual report to the Buildings Committee, a Committee of Council, on improvements to physical accessibility to the campus and buildings
- To make an annual report to the Academic Committee, a Committee of Council, on improvements to accessibility to the curriculum and information

From Michaelmas 2021, the following areas will be considered by the College’s Accessibility Committee:

- Admissions
- Attainment
- Attendance
- Exclusions
- Education
- Co-curricular activities
- Council representation
- Physical College environment (Projects/Operations)
- Selection and recruitment of staff
- Sporting education and activities
- Staff training
- Welfare

The Accessibility Action Plan for 2021-2025 is attached in Annex A.

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Approved by:	The Master _____
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Appendix A

Accessibility Action Plan 2021-2025

(this plan is currently still in development and will be completed and approved by the Council in December 2021)

Access Plan Ref	Element/ Location	Priority	Commentary & Recommendations from Audit	Remedy Action Taken	Status	Notes/ Dates
3.16	Sanatorium/ Medical Centre	1	Steps have been provided to the Medical Centre, however, these are not compliant steps and it is recommended that these are removed completely.	Rebuild steps or remove	In progress	By Aug 2021
3.16	Sanatorium/ Medical Centre	1	Due to the position of the Medical Centre at the top of a slope, it is considered that level access and/or stepped access would be considered difficult without extensive works and substantial alteration to the surroundings. As such it is advised that the college provide accessible medical care to the students.	Provide 2nd Hand rail to Steps, can then also be used for those using slope. Level access not achievable	In progress	By Aug 2021
25C (New Item)	Science Block	1	There is not a level threshold to the Science Block.	Deferred to Science refurbishment	In progress	TBC
25C (New Item)	Science Block	1	Recommendation to relay paving to DT workshop entrance to gradient to provide level access.	Deferred to Science refurbishment	In progress	TBC
2.37	A House and rose garden slope	2	The white paint finish to the stair nosing is reasonably worn. Maintenance of paint finish should be undertaken. Handrails have been provided to one side of the steps. The other side of the steps is a Grade II Listed	Line repainted annually, to be increased to twice annually or use of resin hard wearing paint	In progress	By Aug 2021

			building, and which may have been considered.			
2.37	A House and rose garden slope	2	Tactile pavers have not been provided at changes of top and bottom of stairs and intermediate landing.	Install pavers at top and bottom only	In progress	By Aug 2021
3.11A	Cricket Pavilion/ Playing Fields	2	Recommend steps are fitted with nosing.	Nosing to be fitted to steps	In progress	By Aug 2021
2.16A	Leaf block Courtyard	2	Access to Leaf block, the current pathway is uneven in places and requires repair works.	Relay block paving	In progress	By Aug 2021
2.11	Stone steps between B House and C House	2	Review of the stone steps in-between B and C house noted the past recommendation works to install handrails. Handrails have been installed to assist ambulant disabled users. Line markings to steps have worn. Recommendation to re-paint.	Line repainted annually, to be increased to twice annually or use of resin hard wearing paint	In progress	By Aug 2021
3.7	All weather pitches	3	Works have been undertaken to greatly improve the access is now provided with handrails between all sports pitches. Steps are lacking nosing, which should be provided.	Handrail and step nosing to be fitted	In progress	By Aug 2021
2.12	Footpath to rear of C House	3	Lawn area to rear of C house is currently non-accessible to due to raised kerbs for inclusive use of the lawn area, recommendations to remove 2m section of concrete kerbs to be removed and 600 x 2000mm paving to be installed.	Not a general use are, AOR ramp if required for use	In progress	By Aug 2021

3.15	Squash courts/ swim- ming pool	3	The steps have been widened as per the recommendations of the previous report. However, handrails have not been introduced.	Handrails to be fitted	In progress	By Aug 2021
3.6	Swim- ming pool main entrance	3	Level access is provided with handrails from area adjacent to sports pitches and from lower level via ramp. Steps are also provided with handrails but lack step nosing. Consider installation of nosing to steps.	Step Nosing to be fitted	In progress	By Aug 2021
Y21.1	Whole Site	1	Accessibility review of internal spaces to all buildings to improve action plan for 2021-2025 *External Consultant Review	To be actioned in budget for 2021/2022	Ongoing	2021/2022
Y21.2	Whole Site	1	Accessibility review of external areas to all locations to improve action plan for 2021-2025	To be conducted by Estates Building Surveyors	Ongoing	2021/2022
Y21.3	Whole Site	1	Considerations for accessibility in relation to the Master Development Plan	MDP Committee	Ongoing	2021/2025

2.13	Steps adjacent to Leaf Block on footpath leading to Heywood Block	1	<p>Review of the step adjacent to Leaf Block noted the past recommendation works to install handrails. Handrails have been installed to assist ambulant disabled users. No improvement works have been undertaken to distinguish the step nosing.</p> <p>Recommendation to apply line markings to step nosing. The previous audit highlighted the need for ramped access to be installed. Due to the gradient levels being too steep for the area a series of ramp sections would need to be installed.</p> <p>Recommendation to not install a ramp to this area and for the school to manage use of alternative access routes. Recommendation to undertake maintenance of joints.</p>	Hand rails Completed, Steps and Red Brick require rebuilding and relaying 2 - 3 weeks work required and restricted access when doing	Ongoing	TBC
3.3	C2 House	2	<p>No level access. Steps to main entrance are steep, unmarked and lack handrails.</p> <p>Handrails and step nosing should be provided.</p>	Hand rails x qty 3 and step nosing to be fitted	Ongoing	TBC
3.3	C2 House	2	No entrances to C-House are noted to be accessible to wheelchairs. Both entrance doors to the Morris House elevation have thresholds unsuitable for wheelchair users.	Ramp from level access to main door	Ongoing	TBC

3.22	C2 House	2	Access from Barton Farm to C2 is generally poor. Pathways and slopes leading to the boarding house are inaccessible.	Install new hand rails, ramped access to main door item 3.3 cover other access issues	Ongoing	TBC
2.4	Cloak-room/ Toilet Block located behind Bradleian Building	2	Works noted in previous report relating to uneven surfaces to the front of the toilets have not been undertaken. Recommendations to undertake	Area mixture of concrete and tarmac needs to be relayed 10 SQM	Ongoing	TBC
6	Fountain Court	2	The brick steps are currently non-compliant relating to handrails and step gradients. Recommendation to install compliant handrails which extend 300mm past the steps, Modifications required to rebuild and add to the step construction to provide suitable trend risers between 280mm & 425mm and going's between 150mm & 180mm.	Not reasonably practice to do would need rebuilding steps, Listed building approval unlikely. There is ramp access to lower level but new hand rails to be fitted	Ongoing	TBC
2.27	Kempson Centre slope	2	Handrails have not been provided to assist ambulant disabled as recommended in the previous audit. Ensure routine maintenance is undertaken to maintain level and non-slip surface. Isolated patch repairs undertaken.	Area in work zone for Science to be reviewed on completion	Ongoing	TBC

2.28	Mound Toilets	2	Improved signage to toilet block area provided, however, recommended improvement of ramp detail to disabled toilet has not been complete. A new handrail has been provided, however it is located on the hinged side of the door and so does not assist with access. It is recommended that improved level access be provided to the disabled toilet.	Toilets will be replaced by those in new science building, in meantime key clamp handrail to be fitted and ramp access concreted	Ongoing	TBC
3.12	Observatory	2	As above 3.11 – access is via gravel track. No pedestrian walkways. Works are recommended dependant on usage.	Area under assessment for improved parking area, pedestrian access to be considered as part of this	Ongoing	TBC
49A	Southfields	2	Dropped kerbs have not been provided to the pavement on the Southfields side or the Dance Studio side of the road.	Install drop kerbs either side of rumble strips approx. 4 ft wide	Ongoing	TBC
2.7	Court Norwood and C House	3	Maintenance of concrete pavers and tarmac areas were highlighted in the previous report. These general maintenance works have been carried out. However there are a number of areas where joints to concrete pavers are to be filled.	Currently in budget phasing for 19/20 - 21/22 in 3 Phs (1 Norwood) (2 Museum) (3 C House)	Ongoing	TBC

2.31	Sunken Court-yard at front of Memorial Hall	3	Handrails to steps have not been provided. It is also noted that the surface to the sunken courtyard is uneven. General routine maintenance should be undertaken to ensure an even surface is provided. Consideration should be taken if the area is used frequently for functions where wheelchair access may be required.	Install Handrails (Planning permission Required) + AOR Ramp for events, General maintenance monitoring and scheduled relaying of blocks over 3 - 5 years	Ongoing	Deferred to 2021/22
3.11	Cricket Pavilion	3	Access to the upper playing fields and pavilion is via gravel track, no pedestrian route is marked.	Path way improvement alongside increased car parking arrangement to be considered	Ongoing	TBC
6	Hyde Lane Path	3	The pathway which runs alongside Hyde Lane is a gravel path, but is in good condition. Depending on levels of pedestrian traffic, a tarmac surfacing solution may be beneficial for users. Not deemed high priority.	Path way improvement alongside increased car parking arrangement to be considered	Ongoing	TBC
2.19	Language Centre Access	3	The requirement for general maintenance to ensure an even surface was highlighted in the previous audit. However, the riven concrete paved footpath leading the entrance to the Language Centre has been re-laid with new textured paving slabs.	General maintenance monitoring of pavers repairs as required	Ongoing	TBC
2.21	Paved area to rear of language Centre	3	On-going routine maintenance is apparent to the paved area to the rear of the Language Centre. It is recommended to continue routine maintenance to ensure an even level surface.	General maintenance monitoring of pavers repairs as required	Ongoing	TBC

3.5	Ramped approach to swimming pool	3	Ramped access appears suitable, although no gradient measurement has been undertaken as part of this survey. Handrails not present, it is recommended that handrails are installed to the length of the ramp. Surface of ramp is beginning to deteriorate, allow to monitor surface.	Disabled parking and access via Gym barrier, Key clamp hand rail to be fitted to side wall on gradient	Ongoing	TBC
3.14	Roadway from Barton Farm Estate Office	3	The current condition of the pathway is poor. Recommendation to allow for general maintenance works. For future reference this pathway could potentially need resurfacing is not maintained.	General maintenance monitoring and repair as required	Ongoing	TBC
2.16		3	Access from Courtyard to staff block and Leaf blocks is accessible. Maintenance works required to paving joints. If access to the lower court yard is required e.g. in events school to put in place temporary ramped access in their management plan.	General maintenance monitoring of pavers repair as required. AOR Ramp for events	Ongoing	TBC
3.10	Gravel path (from Hyde Lane)	4	The stepped access from Hyde Lane referred to in the previous report has been improved greatly. The steps have been reformed, handrails have been installed and soft landscaping has been undertaken to the surroundings.	Would require complete rebuild	Ongoing	TBC
Y21.4	Gym	3	Install lift not done as part of refurbishment		Ongoing	TBC