

## Equal Opportunities, Inclusion, SEND & Anti-Discrimination Policy



Mega Camps firmly believes that everyone has the right to experience equality of care when in our settings, that they should be treated with respect as an individual, and will always feel valued. We will always endeavour to meet the specific needs of a child that attends whether it be with regard to age, ethnicity, background, health, gender or ability.

Mega Camps is committed to removing and countering discrimination in all aspects of our business and we will work hard to promote good behaviour and help each child reach their full potential, whilst respecting each other's differences. A safe, supportive environment will be provided, and all forms of stereotyping will always be challenged. In the event of an incident regarding prejudiced actions or comments we will deal with it using behaviour management strategies, but more specifically;

- All those involved will be supported and reassured.
- Under no circumstances will any action be taken that is meant to cause distress or to humiliate a child.
- The Camp Manager will speak to those involved and the Designated Safeguarding Officer will be informed if necessary.

Mega Camps will endeavour to provide for all individual needs when our staffing ratios and planning allow us to do so safely. In order to ensure the safety and well-being of all individuals at our camps, both staff and children alike, we are required to limit the number of children which require 1:1 or specialised support or care at our venues at any one time. If we are unable to accommodate a child we will communicate this with the parent as quickly as possible to allow them plenty of time to make alternative arrangements.

Mega Camps will always work with parents/carers to ensure appropriate support can be put in place before accepting children with SEND or other additional needs into our care so that we can ensure they can enjoy the Mega Camps experience safely. If a child does have any support requirements, whether it be learning support, a disability, a medical condition or behavioural need, we will work with the parent/carer and child's school [with permission] to gain as much information as possible to determine what level of support their child may require.

For Mega Camps to fully support children with additional needs a reasonable time frame [minimum 6 weeks notice] is required for us to ascertain if we are able to organise appropriate care. If the minimum time frame of 6 weeks is not given before the upcoming camp season we may not be able to accommodate the child in question, but will offer support and advice to enable them to be enrolled for our next camp season. The 6 week minimum time frame is imperative to gather all essential information required regarding support needs, as well as to write risk assessments, plan additional staffing, training and resources [where applicable] to fully support each child safely. We will always put the well-being and safeguarding of children first, and will work openly and sensitively with families in this regard.

Mega Camps treats all children on a case by case basis and will review each child's needs as a team. If we feel we are able to make the necessary arrangements to accommodate them in a shorter notice period than 6 weeks then we will do so and communicate this with the parent and our staffing team.

If a child does have additional needs but the parent/carer feels our ratios are sufficient for their child, we will work with the parents to determine if this is the case by a trial and monitoring system to see if we need to adjust the level of support required. In the case where a child attends our setting and we feel that we cannot provide the level of support needed, we will ask the parent/carer to collect their child and review their future attendance with us to see how we can further support them in the future.

Children who pose a risk to themselves or others through violent or aggressive behaviours are unable to be accommodated at Mega Camps, due to the inherent risks to our staff and the children we care for, including those who may express these behaviours. Specialist staff training is required in these instances and we do not provide this service at this time. If a child attends camp who demonstrates any of these behaviours, a parent/carer will be contacted immediately and the child will need to be collected.

At present children who suffer from seizures, either due to epilepsy or other conditions, are unable to attend our camps as specialist first aid training is required to administer emergency seizure medication, which our staff currently do not undertake.

All children who attend Mega Camps are required to be fully independent when using the toilet and dressing themselves, and our staff are unable to assist with any form of intimate personal care.

It is important to note that any support needs a child may have will not make them exempt from any of the camp rules. This is for the safety and well-being of all children and staff.

If you would like to book your child onto Mega Camps, but need to discuss their requirements, please email us initially on: [inclusion@megacamps.net](mailto:inclusion@megacamps.net) giving us as much information as possible. We will then arrange a suitable time to contact you to discuss things in more detail and answer any questions you may have. It is important for you to provide us with clear and accurate information so that we are well informed, thus allowing us to make the right decisions for you and your child..

Date last reviewed: 07/03/24