



— OFFICIAL COMPANY DOCUMENT —

equality & inclusion

policy

Camp 4 Champs Ltd

Company No. 10035921

85 Great Portland Street, London, W1W 7LT

● REGISTERED OFSTED PROVIDER

VERSION

v1 2026

ISSUE DATE

01 June 2026

REVIEW DATE

1 May 2027

APPROVED BY

Directors (DSL & DDSL)

1 | purpose

Camp 4 Champs is committed to promoting equality, valuing diversity and ensuring fair and respectful treatment for all children, families, staff and visitors.

Equality and inclusion are integral to safeguarding, wellbeing and quality provision.

2 | legal framework

This policy is informed by and complies with the **Equality Act 2010**.

Camp 4 Champs recognises its duty to:

- eliminate unlawful discrimination
- advance equality of opportunity
- foster good relations

3 | scope

This policy applies to:

- Children attending Camp 4 Champs
- Parents and carers
- Staff, Managers and Directors
- Volunteers, contractors and visitors

It applies across all Camp 4 Champs activities and sites.

4 | protected characteristics

Camp 4 Champs does not discriminate on the basis of any protected characteristic, including:

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination, harassment or victimisation is not tolerated.

5 | inclusion and send

Camp 4 Champs operates a **Level 1 inclusive offer** and aims to include children with additional needs where it is safe, reasonable and practicable to do so.

Reasonable adjustments may be made where possible, taking account of:

- The child's needs
- Staffing levels and skill mix
- Facilities and environment

- The safety and wellbeing of all children

Support beyond Level 1 is accepted **only by advance arrangement**. Where needs cannot be met safely, Camp 4 Champs may decline or cancel a booking. Such decisions are **risk-based, proportionate and non-discriminatory**.

6 | promoting equality in practice

Camp 4 Champs promotes equality by:

- Setting clear expectations for respectful behaviour
- Challenging discriminatory language or behaviour
- Providing activities that are inclusive and adaptable
- Treating concerns as safeguarding or conduct matters where appropriate

7 | roles and responsibilities

— DIRECTORS

- Provide oversight of equality and inclusion
- Ensure policies and practices comply with legal duties

— MANAGERS

- Promote inclusive practice on site
- Respond to concerns promptly and proportionately

— STAFF

- Treat all individuals with dignity and respect
- Model inclusive behaviour
- Report concerns without delay

8 | breaches

Discriminatory behaviour or language is treated as a **conduct and/or safeguarding matter**.

Breaches may result in:

- Removal from activities or site
- Disciplinary action
- Termination of engagement
- Escalation under safeguarding procedures where required

9 | review

This policy is reviewed annually or sooner if legislation, guidance or operational practice changes.

— END OF POLICY —