



## DRAYCOTT SPORTS CAMP

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# INCLUSION, DIVERSITY, EQUALITY POLICY

### Inclusion, Diversity, and Equality Policy

At Draycott Sports Camp, we are committed to fostering an inclusive, diverse, and equal environment for all children participating in our sports camps, as well as staff and visitors. We believe that every child, regardless of their background, abilities, or characteristics, deserves the opportunity to engage in sports activities in a supportive and respectful atmosphere. This policy outlines our dedication to promoting inclusion, diversity, and equality throughout our sports camp.

Draycott sports camp holds a legal responsibility under the *Equality Act 2010* “which requires them to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relationships between people with protected characteristics and those without.”

#### Inclusion

We are dedicated to providing an inclusive sports camp where all children, regardless of race, ethnicity, gender, sexual orientation, disability, religion, or socio-economic background, feel welcomed, valued, and supported. Our camps are designed to accommodate and celebrate the unique needs and abilities of every child. Draycott Sports Camp will make reasonable adjustments, to allow children and staff to access our provision.

#### Diversity

Draycott Sports Camp celebrates and embraces diversity. We recognise and appreciate the differences that make each person unique. Our camp encourages participation from children and staff of various backgrounds, ensuring that everyone has the opportunity to learn, grow, and develop friendships in a diverse environment.

#### Equality

We are committed to promoting equality at all levels of our sports camp. Every child and member of staff, will be treated fairly and with respect, irrespective of their background or characteristics. Our policies and practices will be free from discrimination, ensuring that each child has an equal opportunity to participate in and enjoy our sports activities.



### **Non-Discrimination**

Draycott Sports Camp will not tolerate any form of discrimination, harassment, or bullying based on race, ethnicity, gender, sexual orientation, disability, religion, or any other characteristic. Our staff are trained to identify and address any discriminatory behaviour promptly.

Any staff that feel they have been discriminated against within our setting, are advised to register a complaint directly with the Camp Director. If their concern involves the Camp Director, we advise contacting the Office for Civil Rights at the Department of Education, Citizens Advice or ACAS.

### **Inclusive Language**

We use inclusive language that reflects our commitment to diversity and equality. Our communication materials and interactions with children will be respectful, avoiding stereotypes or language that may marginalise any individual or group.

### **Feedback and Improvement**

We encourage feedback from parents, guardians, and participants to continually improve our inclusion, diversity, and equality practices. We are committed to reviewing and updating our policies to ensure they reflect the evolving needs of our diverse community.

By adhering to this Inclusion, Diversity, and Equality Policy, Draycott Sports Camp aims to create a positive and enriching experience for every child, fostering a sense of belonging and promoting lifelong values of respect, understanding, and acceptance.

Please see our *SEN Policy* for further information on our inclusive, SEN specific provision at Draycott Sports Camp.



