

## Equal Opportunities, Special Needs & Inclusion Policy.

### Aims

- To challenge all forms of discrimination in all areas of our organization.
- To try to ensure that the make-up of the staff reflects the make-up of the local community.
- To include, value and support all children, including those with special needs and make reasonable adjustments for them.
- To make the premises and our service as accessible as possible to all members of the community.
- To respect all people as individuals and to celebrate diversity in positive ways.
- To value children & adults equally: that children have rights as well as adults.
- To promote the confidence, self-esteem and independence of the children in all areas of our work and to promote equality of opportunity for all.
- To share information with parents/carers and to provide support when requested/required including children with special needs (and/or talented/gifted children).

### Statement of Intent

We recognize that certain groups and individuals are discriminated against because of their, ethnicity, culture, or religion, home language, family background, learning difficulties, or disabilities, gender or ability, race, colour, sexual orientation, age, social class, marital status. Venture Expeditions is strongly committed to positive action to remove/challenge all forms of discrimination in all aspects of our work, with children, families, staff and others. **Any discriminatory behaviour or language will always be challenged, logged and acted upon accordingly.**

Venture Outdoors Ltd is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

***Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.  
It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.***

Venture Outdoors Ltd is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

### Implementation

- Equal opportunities will be considered in all aspects of the services our organisation provide.
- Discriminatory language/behaviour is not acceptable.
- The policy will be reviewed and monitored regularly via, staff meetings and notices to parents/carers. The policy is available to all and staff upon induction. Contributions from staff, parents and children are welcome.
- Reasonable adjustment for participants in awards, assessments and qualifications can be agreed with trainers, supervisors and assessors. For Duke of Edinburgh, special arrangements will also have to be agreed with NW office. Modes of travel, and venues may be adjusted.

**Special Needs**

- The managers are the designated co-ordinators for Equal Opportunities and for Special Educational Needs for children and adults within our provision.
- Venture Outdoors Ltd will support children/adult members with special needs within the setting and are willing to work with parents and other agencies to this end to ensure they can participate in activities at a level appropriate to their needs and in accordance with the DfES S.E.N. Code of Practice.
- We will always liaise with families/carers and outside agencies and seek support and training as necessary.
- The Co-ordinator will treat all information confidentially and will liaise with children/parents/carers/staff with the appropriate level of privacy.
- We will ensure that observations/assessments of the child's progress are regularly made and recorded as required.

The Managers will be responsible for monitoring, implementing and reviewing the Special needs policy in liaison with the parents and outside professional agencies.