



Innovation Esports Skills Academy Equal Opportunities Policy

Innovation Esports Skills Academy will ensure that a safe and caring environment is provided on camp, free from discrimination, including children with additional needs. As part of this policy people will:

- Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- Not discriminate against children on the grounds of disability, sex, age, race, sexual orientation, class, family status or HIV/Aids status.
- Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- Ensure that its services are available to all the parent(s)/guardian(s) and children in the local community.
- Ensure that Innovation Esports Skills Academy recruitment policies and processes are open, fair and non-discriminatory.
- Work to fulfil all the legal requirements of the Equality Act.
- Monitor and review the effectiveness of its inclusive practice by conducting an Inclusion Audit on an annual basis.

Challenging inappropriate attitudes and practices

Innovation Esports Skills Academy will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through staff modelling antidiscriminatory behaviour at all times.

Children with additional needs

Innovation Esports Skills Academy recognises that the needs of individual children vary and will endeavour to accommodate children with specific needs and/or medical conditions within the camp environment. It is our policy not to exclude any child due to specific needs and/or medical conditions wherever possible.

It is the responsibility of the parent/carer to inform us at the time of booking and with as much notice as possible of any medical conditions and special educational needs or disabilities, whether booking online or over the phone. At this point, a member of the Innovation Esports Skills Academy team will then arrange to further discuss the booking with the parent/carer to establish the child's specific needs and how best to accommodate the child and consider whether any reasonable adjustments can be made to ensure they are able to fully participate and enjoy the activities on camp within the staffing ratios provided for their age group. In some cases, Innovation Esports Skills Academy may ask to see relevant documentation such as an education, health & care plan detailing any additional support the child may receive. Failure to provide details in advance may affect our ability to accommodate additional needs.

We are not able to provide additional staff to support a child above our standard ratios of 1:10, irrespective of any specific needs or medical conditions. Where we feel that a child is not coping within these ratios, we reserve the right to ask the parent/carer to come and collect their child. No refund will be available.

Where a child does require one-to-one support, Innovation Esports Skills Academy will permit parents/carers to attend camp to support their child, providing the Innovation Esports Skills Academy safer recruitment standards are met. Innovation Esports Skills Academy does not provide one-to-one support.

We are happy to accommodate a child with specific needs on a paid trial basis and reserve the right to review further bookings.