



Equal Opportunities

At Fire Tech Camp we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our community including children with additional needs.

To achieve the Camp's objective of creating an environment free from discrimination and welcoming to all, Fire Tech Camp 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, sexual orientation, class, family status and 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
- Challenge racist and discriminatory remarks, attitudes and behaviour from the children at the Camp and from any adults on Camp premises (e.g. parents/carers collecting children).
- 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 parents/carers and children in the local community
- Ensure that the Club's recruitment policies and procedures are open, fair and non- discriminatory
- Work to fulfil all the legal requirements of the Equality Act 2010.
- Ensure that staff receive relevant and appropriate training
- Ensure equal Opportunities policy is consistent with current legislation and guidance
- Ensure appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Children with additional needs

Fire Tech Camp recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will take appropriate action to ensure that all children can access our services and are made to feel welcome. We will consult with parents/carers to identify suitable courses/activities to participate in.