

At PH Camps 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 club's objective of creating an environment free from discrimination and welcoming to all, the club 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 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 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.
- We will monitor and review the effectiveness of our inclusive practice by conducting an Inclusion Audit on an annual basis.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in a discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

The club will not tolerate any form of racial harassment. The club will challenge racist and discriminatory remarks, attitudes and behaviour from the children at the club, from staff and any other adults on club premises (e.g. parents/carers collecting children).



PH CAMPS

Promoting equal opportunities

We are committed to fostering an inclusive environment where all children have equal opportunities to thrive. Our dedicated SEND & inclusion team, including our company DSL, ensures that:

- Staff receive relevant and appropriate training
- The Equalities policy is consistent with current legislation and guidance
- Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.

Children with additional needs

PH Camps has an inclusive admissions policy in all of our provisions. However, there are instances where PH Camps reserves the right to review the admission of a child into our provision if:

- It would be unsuitable for the age, ability or SEN of a child;
- Our Team Members do not have the relevant training to provide care for the child;
- The attendance of the child may pose a safeguarding risk to either themselves, other children or staff.

Our club recognises that some children have additional needs or physical disabilities that require particular support and assistance. Our SEND & inclusion team will assess the individual needs of each child in consultation with their parents before they attend the club to make informed decisions about their care. We will, wherever possible make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

Where one-to-one support is required, we will assist parents where possible, for example by signposting them towards funding that we believe may be available to provide the additional care.

Staffing Ratios

In line with the Early Years Ofsted statutory framework, we ensure that staffing levels are sufficient to meet the safety and welfare needs of all children. For before and after-school care or holiday provision exclusively serving children who normally attend reception class or older, staffing is maintained at a level appropriate for a class of 30. [Read more here.](#)

We continuously review our ratios at each setting, considering staff capabilities, the nature of activities, and the ages and needs of the children in our care.

Early Help

The Revised Multi-Agency Thresholds for Safeguarding Children on the WSVPP aims to inform settings and other agencies about the suitable action to take when a child has been identified as making inadequate progress or having an unmet need. At PH Camps, whenever possible, we will ensure that early intervention is actioned via a referral to Early Help as soon as the criteria are met, to prevent situations from escalating into larger problems.

Therefore, the setting will consider the following:

- Assess the need for early help
- Provide early help services e.g. Children's Centre, family outreach worker, breakfast club
- Refer to appropriate services e.g. CAMHS etc.

Early Help Single Point of Entry: 01225 718230

This policy was adopted by: PH Camps	Date: 18/02/2025
To be reviewed: 17/02/2026	Signed: Hayley Collins

Written following the Statutory Framework for the Early Years Foundation Stage (2023)