



THE FUNNCLUBB LTD & THE FUNNCLUBB OOS – EQUALITY AND DIVERSITY POLICY

1. Policy Statement and Legal Framework

The FunnClubb LTD and The FunnClubb OOS is fundamentally committed to promoting equality, diversity, and inclusion across all aspects of our holiday camp provisions. We believe that every child deserves equal access to enrichment, play, and growth in a welcoming environment where they are celebrated for their unique individuality. We enforce a zero-tolerance approach to any form of discrimination, harassment, or prejudice. This policy strictly complies with the Equality Act 2010, Section 3 (Information and Records / Safety and Welfare) of the Early Years Foundation Stage (EYFS) Statutory Framework, and Ofsted Childcare Register regulations.

2. Proactive Screening and Identification of Individual Needs

We do not wait for compliance issues to occur on-site; we actively filter for individual needs during our corporate intake process:

- **Mandatory Class4Kids Screening:** All parents/carers booking a placement must complete mandatory custom screening fields identifying if their child holds a Special Educational Need, Disability (SEND), chronic medical diagnosis, or behavioral care consideration.
- **Management Pre-Briefings:** All confirmed SEND profiles, Individual Care Plans, and behavioral profiles are extracted by the Corporate DSL and shared with the on-site Lead Coach prior to the start of the camp week, ensuring floor personnel are fully briefed and prepared.

3. Meeting Individual Needs & The "Reasonable Adjustments" Framework

In accordance with the Equality Act 2010, The FunnClubb LTD and The FunnClubb OOS will exhaustively implement "reasonable adjustments" to ensure our physical environment, timetables, and coaching styles accommodate children with SEND.

Our "Reasonable Adjustments" evaluation framework includes:

- Adapting sports, games, and arts curricula to allow multi-ability participation.
- Providing visual timetables, quiet cool-down zones, or specialised sensory breaks for neurodivergent children.
- Partnering directly with families to implement familiar home behavioural strategies or communication triggers.

4. Clear Operational Limitations Regarding 1-to-1 Supervision

While we are deeply committed to absolute inclusion, our camps are group-based holiday provisions structured around standard staff-to-child regulatory ratios.

- 1-to-1 Care Restrictions: The FunnClubb LTD and The FunnClubb OOS is not legally or logistically funded to provide dedicated 1-to-1 individual supervision. Pulling a coach away from their assigned group to manage a single child places the provision in immediate breach of mandatory Ofsted safeguarding ratios, compromising the baseline physical safety of the entire camp.
- Proactive Consultation Process: If a child's safety, medical, or behavioural profile requires persistent 1-to-1 care to prevent injury to themselves or others, we encourage parents to contact our Lead DSL before booking. If we determine together that our group structure cannot safely meet the child's needs without compromising regulatory safety, we will support the family by signposting them to specialised local authority provisions. We welcome external local authority-funded 1-to-1 support assistants into our venues, subject to full Safer Recruitment and Enhanced DBS verification.

5. Staff Training & Professional Accountability

All coaching staff are trained to foster an environment free from discrimination. Inclusion, anti-bias practices, and the confidential review of active SEND files are locked into our mandatory staff inductions and daily morning camp briefings. Any staff member who displays discriminatory behavior, exclusionary language, or fails to uphold an individual care plan will face immediate corporate disciplinary action.

Policy Review Details

- Company: The FunnClubb LTD and The FunnClubb OOS
- Corporate DSL: Reuben Agilinko
- Approved Version: 1.2

- Date of Review Approval: 30th June 2026