



Charity registered in England and Wales No. 1187449

Our Equality, Diversity and Inclusion Policy

We actively encourage diversity and will strive to be an inclusive organisation.

a. Your Age

If your age is under 16, we will normally accept your application only if you come to camp with a parent or someone else who will take responsibility for your care and your behaviour.

b. Gender

We do not segregate activities by gender. Almost all of our spaces are ungendered, or have gender-neutral alternatives. For those few spaces which are segregated by gender, you have equal access to the space which most closely matches your gender identity. If you identify as nonbinary, you may use any space you feel comfortable in. We will have people available before, during and after camp who understand nonbinary and trans issues, who can help talk through and resolve anything which worries you.

We will give volunteers an equal opportunity to train in all types of personal care regardless of gender, including agender people. We will never use your gender to help us decide who is the best person to provide care in any situation unless the receiver of care has a strong preference. We will not assume that any person receiving care has a preference without asking.

c. Ability and disability

We provide a range of challenging activities for people who have a wide variety of abilities and disabilities. You might not be able to participate fully in every activity, but whatever your ability and experience, we aim to provide you with some activities to challenge and stretch you in a supportive environment.

People of all abilities and disabilities will have an equal opportunity to provide care if we can make it safe to do so.

d. Recruitment of ex-offenders

We make decision based on the information you provide and your DBS certificate. We will risk-assess your application and reject it if we reasonably suspect it may pose a significant risk to you or others.

Because we work intensively with vulnerable people and children, the law says you must declare convictions to us, including those which would otherwise be “spent”. If you do not, then you might be breaking the law and we might have to withdraw your offer of a place at camp or send you home without notice. We may also be required to refer you to the Disclosure and Barring Service.

Revised February 2020