

EQUAL OPPORTUNITIES POLICY AND PROCEDURE

Introduction

Varsity International aim to provide equality of opportunity for all students and staff who come on and work on our courses. We are committed to removing discrimination in all aspects of our operation in relation to race, gender identity, marital status, sexuality, employment status, disability or religious belief. Varsity International will strive to promote equal values in the activities we offer.

Provision

Varsity International liaise with a **Special Educational Needs Coordinator (SENCO)** who is able to advise on and investigate ways in which to make our camps as open to all as possible.

Parents of children who may require extra assistance on camp are encouraged to ring and discuss their student's needs. Varsity International will investigate if we are able to accommodate the student on camp and if so, how best this can be done. Examples of support we have arranged in the past includes:

- Employing extra staff to provide extra support or one to one care.
- Integrating the student's term-time carer into the staff team to provide one to one support.
- Providing/purchasing SEN resources to help the students join our activities
- Adjusting the timetable to allow the student to be included in more suitable activities.
- Grouping the student with children who are of the same ability.

Varsity International are unable to provide funding for the provision of extra staff but are able to liaise with parents on options available.

Employment

Varsity International are an equal opportunity employer and encourage applications from all sectors of the community including from those with disabilities.

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