



EDVENTURES | POLICY SUITE

Equality, Accessibility and Inclusion Policy

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Version	1.0 — harmonised edition
Policy owner	Edward Fairnington, Owner and Responsible Manager
Approved by	Edward Fairnington
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Review frequency	Annually, or earlier following significant change or incident
Approval signature	_____

1. Purpose

Edventures is committed to providing a welcoming, respectful and inclusive environment in which participants and workers are treated fairly, supported appropriately and given equitable opportunities to participate.

This policy establishes how Edventures will:

- Prevent unlawful discrimination, harassment and victimisation.
- Promote equality of opportunity and respectful participation.
- Identify and address barriers to accessing activities and services.
- Consider and implement reasonable adjustments for disabled participants and workers.
- Balance individual support needs with essential activity safety requirements.
- Protect sensitive personal information.
- Monitor and improve accessibility and inclusion.

Edventures recognises that equality does not always mean treating everyone identically. Different participants may require different arrangements to access activities fairly and safely.

2. Scope

This policy applies to all activities organised, advertised, booked or delivered by Edventures, including:

- Children's and young people's indoor climbing clubs.
- Adult wellbeing experiences and introductory taster sessions.
- Outdoor activities, navigation and walking experiences.
- Other educational, recreational and adventurous activities.
- Activities delivered in hired school premises, climbing centres and other venues.
- Recruitment, employment and engagement of freelance instructors, contractors and volunteers.

Edventures is responsible for its own booking arrangements, participant support, instructional practice and reasonable adjustments within its control.

Where premises are hired, the venue provider remains responsible for its own obligations relating to premises accessibility, building management and agreed site arrangements. Edventures will work with the provider to identify barriers and agree practical solutions.

Hiring premises does not automatically transfer Edventures' equality duties to the venue.

3. Legal and regulatory framework

Edventures will comply with applicable equality and safeguarding legislation, including:

- Equality Act 2010.
- UK General Data Protection Regulation and Data Protection Act 2018.
- Children Act 1989 and Children Act 2004, where relevant.
- Applicable health and safety legislation.
- Relevant statutory guidance and recognised good practice for inclusive activity provision.

The Equality Act 2010 protects people from unlawful discrimination relating to the following protected characteristics:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The application of particular protections depends on the legal context. For example, marriage and civil partnership protections do not apply identically to every service provision situation.

Edventures will also consider other barriers to participation, including financial circumstances, communication needs, language, confidence and previous experience.

4. Responsibilities

Owner and Programme Lead — Edward Fairnington

The Owner and Programme Lead is responsible for:

- Implementing and reviewing this policy.
- Receiving and coordinating accessibility requests.
- Assessing reasonable adjustments with relevant workers.

- Ensuring appropriate resources and competent advice are available.
- Approving significant adjustments or alternative arrangements.
- Maintaining restricted records of adjustment decisions.
- Reviewing complaints, incidents and emerging accessibility issues.
- Consulting venue providers where access or emergency arrangements require their involvement.

Session leaders and instructors

Session leaders and instructors must:

- Treat participants fairly, respectfully and without discrimination.
- Review relevant agreed adjustments before delivery.
- Adapt instruction and coaching within their competence.
- Maintain essential safety standards.
- Report barriers, concerns or adjustments that are not working.
- Protect confidential information.
- Seek approval before materially changing an agreed support or safety arrangement.

Participants, parents and carers

Participants and, where appropriate, parents or carers are encouraged to share information relevant to participation, access and safety.

Disclosure of a diagnosis is not automatically required to request an adjustment.

Participants must follow essential safety instructions, respect others and work within the agreed activity arrangements.

5. Equality and non-discrimination

Edventures will not unlawfully discriminate against a participant, applicant or worker.

Edventures will take reasonable steps to prevent:

- Direct and indirect discrimination.
- Discrimination arising from disability.
- Harassment, including relevant sexual harassment.
- Victimisation following a complaint or the exercise of legal rights.
- Unfair exclusion based on assumptions about disability, ability or personal circumstances.

Bullying, discriminatory language, intimidation and humiliating behaviour are not acceptable.

Any concern will be managed through the relevant safeguarding, conduct or complaints procedure.

6. Accessibility and reasonable adjustments

Edventures will consider reasonable adjustments where a disabled participant or worker would otherwise experience a substantial disadvantage.

Adjustments may include changes to:

- Booking and registration processes.
- Communication formats and instructions.
- Activity duration, pace and structure.
- Coaching techniques and demonstrations.
- Equipment and its configuration.
- Group organisation and staffing.
- Rest breaks and sensory environments.
- Physical access and facilities.
- Emergency and evacuation arrangements.

Adjustments will be considered individually, taking account of their effectiveness, practicability, available resources, cost, the nature of the service and relevant safety considerations.

Edventures recognises that its duty to make reasonable adjustments for disabled service users is anticipatory. It will therefore consider common accessibility barriers in advance, rather than relying entirely on individuals to request support.

Where an adjustment is reasonable and required by law, Edventures will not charge the disabled participant an additional fee for that adjustment.

7. Requests for additional support

Requests may be made by a participant, parent, carer or authorised group organiser.

Requests should be directed to the Programme Lead using Edventures' published contact arrangements.

The Programme Lead will:

1. Acknowledge the request promptly, normally within three working days.
2. Discuss the participant's needs and preferred support arrangements privately.
3. Identify any relevant activity or venue barriers.
4. Consult the session leader and, where necessary, a suitably qualified external professional with appropriate permission or another lawful basis.
5. Assess reasonable adjustments and any residual risks.
6. Record the agreed arrangements and communicate them to those who need to implement them.
7. Review the arrangements after delivery or when circumstances change.

A request may be made at any stage. Late requests will still be considered as far as reasonably practicable.

A participant will not automatically be excluded because a disability, diagnosis or support need has been identified.

8. Inclusive activity delivery

Edventures will aim to deliver activities that allow participants with different abilities, backgrounds and experience levels to pursue meaningful developmental outcomes.

Instructors should consider:

- Clear, accessible explanations.
- Demonstrations and alternative communication methods.
- Adapted challenges and achievable individual goals.
- Opportunities for choice and appropriate independence.
- Positive encouragement without humiliation or comparison.
- Appropriate rest periods and pacing.
- Respectful interaction between group members.

For climbing clubs, the core developmental aims include confidence, movement skills, problem-solving, safe participation and progressive independence.

For wellbeing experiences, the aims include accessible outdoor participation, connection with others, enjoyment of nature and opportunities to slow down.

Participation should be adapted to support these aims wherever reasonably possible.

9. Essential safety requirements

Inclusion must be considered alongside the safety of the individual, other participants and workers.

Edventures will identify essential safety requirements for each activity through its risk assessment and operating procedures.

Depending on the activity, these may include:

- Following critical safety instructions, using suitable communication or support.
- Remaining within agreed supervision arrangements.
- Using safety equipment appropriately.
- Following emergency instructions and evacuation arrangements.
- Avoiding actions that create an unacceptable risk of serious harm.

These requirements must be applied proportionately and must not be used as a blanket justification for excluding disabled participants.

Where a participant cannot meet a requirement independently, Edventures will consider whether reasonable adjustments, alternative communication, suitable support or modified activities can enable safe participation.

A diagnosis, disability or need for assistance will not by itself establish that someone is unsuitable.

10. Individual assessment and alternative arrangements

Where significant access or safety concerns arise, the Programme Lead will complete an individual accessibility and participation assessment.

The assessment will consider the participant's strengths, preferences, barriers, proposed adjustments, relevant activity hazards, staffing and venue arrangements.

Any decision to restrict or decline participation must be supported by an individual assessment and consideration of reasonable adjustments.

If a particular session cannot reasonably be delivered safely, Edventures will explain the decision sensitively, document its rationale and consider suitable alternatives, such as a different session, activity format or venue.

The participant will be given an opportunity to provide further information or request a review.

11. Personal assistance and support arrangements

Where a participant requires assistance, Edventures will establish whether that support can be provided through its existing staffing, reasonable adjustments or an agreed external support arrangement.

Where a parent, carer or personal assistant attends, responsibilities must be agreed before the activity.

The presence of a support person does not automatically transfer Edventures' safeguarding or activity safety responsibilities to that person.

Any support person involved in supervising children or undertaking a role for Edventures must be assessed under the relevant safeguarding and safer recruitment procedures, including DBS eligibility where applicable.

12. Accessibility of hired venues

Before delivery, Edventures will obtain relevant accessibility and emergency information from the venue provider.

This may include step-free access, accessible toilets, changing facilities, accessible parking, entrances and exits, lighting, acoustics, emergency evacuation procedures and any restrictions on equipment or physical adaptations.

Where access barriers are identified, Edventures will work with the provider to consider practical adjustments.

The venue provider will be consulted only where relevant to site access, facilities, equipment or emergency arrangements. Medical and disability information will not routinely be shared with the venue.

13. Confidentiality and information protection

Information relating to disability, health or support needs will be collected only where necessary and processed in accordance with Edventures' Privacy Policy and Data Security Procedure.

Edventures will:

- Explain why relevant information is required.
- Identify and document the appropriate lawful basis and, where applicable, the special-category processing condition.
- Restrict access to those with a legitimate operational need.
- Share only the information necessary to implement adjustments or protect safety.
- Store assessment records securely.
- Follow the approved retention schedule.
- Respect participants' information rights.

Consent to participate in an activity is separate from the lawful basis for processing personal data.

14. Recruitment and employment inclusion

Edventures will apply fair and inclusive recruitment and engagement practices.

Applicants and workers will be considered on relevant skills, competence, qualifications, suitability and the requirements of the role.

Reasonable adjustments will be considered during recruitment and work, where required.

Essential professional qualifications and safeguarding requirements will continue to apply.

Edventures engages appropriately qualified instructors and does not provide in-house national governing body instructor training or qualifications.

15. Complaints, concerns and feedback

Participants, parents, carers and workers may raise accessibility or discrimination concerns without fear of victimisation.

Concerns may be raised verbally or in writing, and assistance will be offered where necessary to make the process accessible.

Complaints will be considered under the Edventures Complaints and Concerns Procedure, with safeguarding concerns referred through the safeguarding process.

Where the complaint concerns an adjustment decision, the review should be conducted by someone not responsible for the original decision where reasonably practicable.

Edventures will record the concern, response, outcome and any resulting improvement.

16. Monitoring and review

The Programme Lead will review this policy at least annually.

Reviews will consider adjustment requests, participant feedback, complaints, relevant incidents, venue barriers and changes in legal requirements or activity provision.

Individual adjustments will be reviewed when needs, activities, staffing or venues change, and after any significant issue.

Records will be handled in accordance with the approved retention schedule.

17. Related documents

This policy must be read alongside:

- Edventures Safeguarding and Child Protection Policy.
- Edventures Health and Safety Policy.
- Edventures Staff and Instructor Code of Conduct.
- Edventures Safer Recruitment and Staff Suitability Policy.
- Edventures First Aid and Emergency Procedures.
- Edventures Privacy Policy and Data Security Procedure.
- Edventures Complaints and Concerns Procedure.
- Edventures School and Venue Hire Provider Arrangements Policy.
- Activity-specific risk assessments.

18. Approval

Document control	Details
Policy owner	Edward Fairnington
Approval authority	Edventures Owner
Approved by	Edward Fairnington
Signature	<i>Original signed</i>

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