



ACCESSIBILITY & INCLUSION POLICY

Applies to: All participants, leaders, International Service Team (IST) members, contractors, visitors and external partners.

1. Purpose of This Policy

Chamboree is committed to ensuring that every young person and adult can participate fully, safely and meaningfully in the event, regardless of disability, additional needs, health conditions, neurodiversity, sensory differences, learning difficulties, mental health needs, mobility requirements, or any other accessibility consideration.

This policy sets out Chamboree's approach to:

- Removing barriers to participation
- Providing reasonable adjustments
- Supporting neurodiverse and disabled participants
- Ensuring inclusive access across programme, activities, subcamps and off-site experiences
- Guaranteeing respectful and equitable treatment of all attendees
- Promoting a culture of empathy, patience and understanding
- Meeting duties under the Equality Act 2010

This policy is applied by all Group Leaders, IST members, volunteers and contractors.

2. Commitment to Inclusion

Chamboree will:

2.1 Provide an Inclusive Environment

Ensure that every attendee feels welcome, respected and able to enjoy the event.

2.2 Remove Barriers Wherever Possible

Identify and reduce physical, sensory, communication and social barriers.

2.3 Offer Reasonable Adjustments

Adapt programme activities, processes and environments where reasonably possible to support access needs.

2.4 Treat Every Person with Dignity and Respect

All individuals are valued equally.

2.5 Support Participation, Not Perfection

Inclusion focuses on meaningful engagement, not forcing full participation.

2.6 Uphold the Equality Act 2010

No attendee will be discriminated against based on disability or additional needs.

All attendees share responsibility for creating an inclusive, respectful and supportive environment. Discrimination, harassment, bullying or exclusion relating to disability, additional needs, neurodiversity or health conditions will not be tolerated.

3. Pre-Event Information & Planning

To support accessibility, Chamboree gathers relevant information during:

- Group registration
- Participant booking
- IST volunteer registration
- Additional needs declarations
- Medical and health forms.

This may include:

- Mobility considerations
- Sensory needs
- Learning support requirements
- Neurodiversity information
- Communication preferences
- Mental health considerations

- Medication requirements
- Dietary needs
- Specific adjustments required.

Groups must ensure information is accurate, up to date and submitted on time.

This information helps Chamboree to:

- Plan accessible routes
- Adjust programme delivery
- Prepare welfare and wellbeing support
- Identify staff training needs
- Ensure appropriate medical provision.

Accessibility, medical and additional needs information will only be shared with those who reasonably require it in order to support safety, welfare and inclusion. Information will be handled sensitively and in accordance with applicable data protection requirements.

4. Accessibility Across the Event

Chamboree will make reasonable efforts to ensure accessibility across:

4.1 Campsite Layout

- Clearly marked accessible routes
- Accessible toilet and wash facilities (where available)
- Hardstanding paths on key movement routes
- Support with pitch selection near facilities where required.

4.2 Programme & Activities

- Adapted activity delivery where possible
- Priority queue or alternative access arrangements
- Extra time, simplified instructions or visual guidance
- Support for communication differences
- Opportunity to observe before participating
- Quiet or lower stimulus sessions where feasible.

4.3 Off Site Visits

- Consideration of accessible routes and transport
- Support for mobility needs
- Ensuring participants are not excluded from reasonable experiences
- Alternative routes or meeting points where required.

4.4 Catering & Eating Environments

- Clear allergen labelling
- Respect for dietary requirements
- Accessible seating where possible.

5. Neurodiversity & Sensory Needs

Chamboree welcomes neurodiverse young people and adults, including (but not limited to) those with:

- Autism
- ADHD
- Dyslexia, dyspraxia or Tourette's
- Sensory processing differences
- PDA profiles
- Social communication differences

Support may include:

5.1 Predictable Routines

Where possible, avoid unnecessary last-minute changes.

5.2 Sensory Considerations

- Quiet or calm spaces provided through subcamp based arrangements or designated low stimulus areas
- Use of personal sensory aids, such as ear defenders, where helpful
- Reduced lighting
- Adjusted queueing expectations
- Breaks from crowded environments.

5.3 Communication Support

- Clear and simple instructions
- Visual aids
- Additional processing time
- Avoiding overloaded verbal explanations.

5.4 Behaviour Understanding

Behaviour is understood as communication and responded to with empathy and support.

6. Mental Health & Emotional Wellbeing

Accessibility includes emotional and mental health needs.

Support may include:

- Welfare Listening Ear support
- Low stimulus calm spaces
- Trauma informed approaches
- Flexibility during periods of heightened emotion
- Connection with Medical or Safeguarding teams where required

Further detail on welfare and mental health support is set out in the Mental Health & Welfare Policy.

Where known triggers exist (e.g. anxiety, panic, PTSD), Groups should work proactively with Welfare to plan support strategies.

7. Mobility & Physical Access

Chamboree will endeavour to:

- Provide mobility friendly routes
- Support the use of wheelchairs and mobility aids
- Provide accessible toilets where available
- Ensure activity staff are aware of safe adjustments
- Assist groups with identifying suitable camping locations
- Allow alternative access routes where terrain presents challenges.

Where an activity cannot be made accessible due to safety constraints, an equitable alternative will be offered.

8. Medical, Dietary & Health Needs

Participants with health needs will be supported through:

- The Medical Team (24/7)
- Medication management plans
- Allergen safe catering practices
- Support for conditions such as diabetes, epilepsy or asthma
- Quiet spaces for recovery where needed.

All medical and dietary needs must be declared in advance.

9. Behaviour & Accessibility

Some behaviour that appears challenging may be linked to:

- Overstimulation

- Communication difficulty
- Anxiety
- Sensory overload
- Fatigue
- Neurodiversity
- Mental health needs
- Unmet support requirements.

Chamboree adopts a support first approach, including:

- Time, space and reassurance
- Calm de-escalation
- Avoiding public reprimand or shaming
- Adapting expectations where reasonable
- Involving Welfare to address underlying needs.

Behaviour consequences may still apply where safety or risk is present, but always with context and compassion.

10. Training & Staff Awareness

IST members and Group Leaders will receive briefings on:

- Inclusion principles
- Supporting neurodiverse participants
- Recognising sensory overload
- Person centred communication
- Supporting mobility needs
- Recognising mental health distress
- Adjusting activities safely.

Programme and activity teams receive role specific inclusion training.

11. Reasonable Adjustments

Reasonable adjustments may include:

- Modified queueing or access times
- Adjusted sensory environments
- Additional supervision or buddy systems
- Reduced pressure activity options
- Visual cues or enhanced communication
- Adapted equipment
- Additional processing time
- Placement closer to facilities.

Requests should be made as early as possible to allow effective planning.

12. Inclusion at Night

Night-time can present additional challenges.

Support may include:

- Subcamp based welfare support
- Quiet sleeping areas
- Individual plans for night-time anxiety
- Leader escorted access to welfare support
- Minimising sensory triggers on subcamps
- Additional reassurance for those with care needs.

Night-time operations follow the Subcamp & Night-Time Operations Policy.

13. Assistance Animals

Assistance animals will be supported in line with legal requirements and venue permissions where they support those with a disability or additional need.

Where permitted:

- Animals must remain under appropriate control

- Animals remain the responsibility of the owner/handler
- Groups must notify event organisers during booking
- Routes and facilities will be adapted where reasonably possible

Event organiser's may request reasonable information about the animal's role and needs. Pets and emotional support animals that are not trained assistance animals are not automatically permitted. Event organiser's retain authority to refuse animals that create safety or welfare concerns. Where access is restricted reasonable alternatives will be discussed and agreed.

14. Requests for Additional Support

Requests for additional support may be made by:

- Group Leaders
- Parents or carers (pre-event)
- Participants (with appropriate support)
- IST members
- Welfare or Medical teams.

Support may include:

- Personal support plans
- Additional check-ins
- Adjusted activity schedules
- Access to quiet or calm spaces
- Modified camping arrangements
- Priority access where appropriate.

15. Limitations

Chamboree will always make reasonable adjustments; however:

- Some activities may have unavoidable safety restrictions
- Some adjustments may be beyond available resources
- Medical or Safeguarding directions cannot be overridden
- Adjustments must not compromise site or group safety.

Where adjustments are not possible, appropriate alternatives will be offered.

16. Reporting Accessibility Concerns

If an accessibility barrier is identified:

- Group Leaders should report to the Subcamp Team
- Subcamp Teams escalate to Accessibility, Welfare or Safety leads
- Urgent issues (e.g. blocked access routes) must be reported to Ops Control
- Participants may seek support directly from Welfare

Concerns will be acknowledged promptly and addressed where reasonably possible.

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