

Equity Action Plan 2026-27



Event and camp organisers

This following call for action has been designed by Woodcraft Folk's Equality, Diversity and Inclusion working group following a review of volunteer experiences across the organisation.

As part of the organisation's new strategic plan, we wish to support more and a greater diversity of volunteers - removing barriers to participation and generally making it easier for people to contribute their time, energy and skills for the benefit of our young members.

What

- ☐ **Budget** to include volunteer expenses, equipment and subsidies
- ☐ Host a **pre-camp meeting** to clarify expectations, roles, responsibilities and sources of support
- ☐ Invite **partner organisations** to join you, introducing more people to a Woodcraft Folk experience

Intersectionality matters: Think beyond one-size-fits-all, barriers are different based on age, race, class, disability, neurodiversity, language and so on.

Example

- Venturer Camp 2023, which charged a reduced attendance price for volunteers - recognising the time they were contributing and that camp programme was targeted at young people.
- Provision of benches and high back chairs to support those with mobility issues.
- Prayer tent, quiet zones and volunteer only spaces.

Sources of support

- [1779-NYA-EEDIB-Standards-p3-DIGITAL.pdf](#)
- [Barriers to involvement - Shaping Our Lives](#)
- [Barriers and enablers to volunteering - Time Well Spent 2023: Volunteering among the global majority | News index | NCVO](#)

Why now?

During 2024, 7PK worked with Woodcraft Folk's Equality, Diversity and Inclusion working group to review barriers experienced by volunteers when seeking to support the charity's activities. The research found that the organisation, its staff and volunteers, need to:

1. Do more to recruit volunteers, engaging in outreach activities and proactively inviting underrepresented groups - stating loudly and clearly that they are welcomed, they are wanted and they do belong
2. Be more intentional about relationship building with underrepresented communities, not just relying on word of mouth or personal connections
3. Seek to remove the financial barrier to volunteering, membership and camping/activity fees
4. Deliver person centred inductions to clarify expectations, ensure new volunteers know how to get support, access training, claim expenses, raise concerns and understand the wider movement

For more information about the research and the activities of the EDI working group please contact edi.group@woodcraft.org.uk