

Equity Action Plan

Actions by role



Following the research by 7PK, Woodcraft Folk's Equality, Diversity and Inclusion Working Group is keen to encourage a co-operative approach to creating a more welcoming and inclusive culture for volunteers and young people from all backgrounds, especially those from racialised backgrounds and those with disabilities.

7PK identified the following as areas of improvement:

1. Recruitment and outreach activities to create a sense of belonging - under-represented groups are welcomed, they are wanted and they do belong
2. Cultural competence to be reflected in Woodcraft Folk programmes, communications and activities, such as food choices or faith based provisions
3. Woodcraft Folk should be more intentional about relationship building with under-represented communities, not just relying on word of mouth or personal connections
4. Seek to remove the financial barrier to volunteering
5. Person centred inductions to clarify expectations, support integration and retention of under-represented groups
6. Processes to report microaggressions or other forms of discrimination should be openly shared
7. Internal communications should be prioritised, sharing expectations, training and other opportunities
8. External communications should focus of sharing Woodcraft Folk values, principles and activities - supporting the organisation to be better known and understood

The following calls to action have been designed for key roles within the movement:

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| • Trustees | • Volunteer Co-ordinators |
| • Staff | • Event organisers |
| • Group & District Contacts | • Treasurers |

For more information or support please contact edi.group@woodcraft.org.uk

Trustees

Area for improvement	Suggested action
Recruitment and outreach activities	• Include a commitment to recruitment & outreach through organisational priorities: staffing, budget, activities, policies & procedures • Externally advertise Trustee vacancies, using a role description and person specification • Review Volunteering Policy and recruitment procedures to remove barriers and to reflect best practice
Cultural competence	• Proactively discuss inclusion issues, celebrating good practice • Consult with people of faith to support inclusion, such as a review of camp menus, timings of meetings etc.
More intentional about relationship building	• Partnership and relationship building to support both national and local engagement • Celebrate impactful partnerships where they exist locally and regionally
Person centred inductions	• Continue to prioritise staff time to support new volunteer inductions and regular training • Communicate expectations and support in all policies and procedures
Reporting microaggressions	• Introduce a complaints & feedback form on the website to make it easier for people to share their experiences • Introduce a monitoring system to review demographics of those involved in complaints, grievances and disciplinary (complainant, those subject to complaints, panel members) • Review Complaints Policy, Disciplinary & Grievance Procedures

Remove the financial barrier to volunteering	• Continue membership pilots, access funds and growth in individual giving to reduce the financial demands placed on volunteers • Dedicate resources to fundraising • Support local groups & Districts to make solidarity contributions to new groups and those Districts with less income
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District Officers

Area for improvement	Suggested action
Internal communications	• Agree key activity dates for each term in advance • Ensure all volunteers know who, and how to contact, key officers
External communications	• Utilise social media • Display meeting times and key contact in meeting location • Advertise in diverse spaces, not just via word-of-mouth or internal networks.
Relationship building	• Be visible. Attend community events, engage and join wider community celebrations. • Proactively seek out local partnerships to support Woodcraft Folk's increasing and widening participation agenda • Offer help rather than waiting for someone to ask. Check if someone needs support, even with small things like lifts, forms or knowing what to wear.
Recruitment and outreach activities	• Proactively advertise for volunteers, engage in nationally co-ordinated recruitment campaigns or use available resources to do your own locally

Cultural competence	Consult with people of faith to support inclusion, such as a review of camp menus, timings of meetings etc.
Remove financial barriers to volunteering	- Engage in fundraising activity to create co-operative approach to meeting costs - Pay volunteer membership fees - Provide subsidies - Provide camping equipment - Promote expenses policy and make it easy for people to claim
Person centred inductions	- Make time to talk to new volunteers, explore their motivations and clarify expectations - Signpost volunteers to national new volunteer induction events and regular online training - Identify a Volunteer Co-ordinator to induct and support all volunteers - Run a “welcome to volunteering” information session with simple language and offer low-barrier roles to start with. - Pair new volunteers with experienced volunteers, who can provide guidance and foster a sense of belonging. - Not everyone is ready to jump into group leadership. Offer small, task-based or behind-the-scenes roles too.
Reporting processes	Share policies and procedures, including complaints, Code of Behaviour, Anti-Bullying & Anti Harrasment and Equality, Diversity & Inclusion Policy

Group leaders

Area for improvement	Suggested action
Person centred inductions	Not everyone is ready to jump into group leadership. Offer small, task-based or

	behind-the-scenes roles too. • Offer help rather than waiting for someone to ask. Check if someone needs support, even with small things like lifts, forms or knowing what to wear.
Cultural competence	• Consult with people of faith to support inclusion, such as a review of camp menus, timings of meetings etc.
Relationship building	• Proactively seek out local partnerships to support Woodcraft Folk's increasing and widening participation agenda • Pair new volunteers with experienced volunteers, who can provide guidance and foster a sense of belonging.
External communications	• Advertise in diverse spaces, not just via word-of-mouth or internal networks.
Recruitment and outreach activities	• Run a "welcome to volunteering" information session with simple language and offer low-barrier roles to start with.

Staff

Area for improvement	Suggested action
Internal communications	• Utilise diverse images in communications and adopt language that engages underrepresented groups
External communications	• Utilise diverse images in communications and adopt language that engages underrepresented groups • Openly promote Woodcraft Folk's aims, principles and values • Celebrate good inclusion practice through

	social media • Produce recruitment material targeting underrepresented groups
Reporting processes	• Introduce demographic monitoring of complaints, concerns to better understand inclusion
Person centred inductions	• Facilitate and promote training and development opportunities openly
Remove the financial barriers to volunteering	• Continue membership pilots, access funds and growth in individual giving to reduce the financial demands placed on volunteers • Seek external funding to reduce financial barriers
Cultural competence	• Produce programme activities on a wide range social, political and cultural topics • Provide training, toolkits and how to guides for volunteers to deliver programme activities on a wide range of social, political and cultural topics • Consult with people of faith to support inclusion, such as a review of camp menus, timings of meetings etc.
Relationship building	• Promote local partnerships which support Woodcraft Folk's increasing and widening participation agenda