

# EDI Report July 2025

*Barriers to Volunteering: Class, Race/Ethnicity and Disability*

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Woodcraft Folk, 15th July 2025

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**Note:** From Section 3 Methodology onwards, all references to 'we' refer to 7PK.

# 1. Executive Summary

## 1.2 Purpose of the EDI review<sup>1</sup>

The purpose of this review is to help support Woodcraft Folk understand any barriers to good practice that may be hindering the volunteer experience of marginalised and underrepresented people.

Volunteers are a key driving force of Woodcraft Folk's activities. For generations they have established and nurtured local support networks and fostered warm engaging environments for children and young people. Woodcraft Folk believes that the volunteer experience of marginalised and underrepresented people can be improved, the organisation will see longer-term improvements in the experience of local communities and individual families.

## 1.3 Approach<sup>2</sup>

Woodcraft Folk highlighted five key areas of investigation:

### 1. How welcoming is the Woodcraft Folk

Do all communities feel a) equally welcome by the Woodcraft Folk b) have an equal experience of sign up procedures?

### 2. Co-operation

Is volunteering enjoyable for people from marginalised and underrepresented backgrounds? Do they feel valued, heard and supported, and as though their contribution makes a difference?

### 3. Leadership & retention

Are marginalised volunteers equally able to thrive and have their skills appreciated? Are they visible enough to be a part of decision making within the organisation?

### 4. Processes

Are there barriers to best practice within the organisation? Are processes and policies inclusive enough to enable fair outcomes for all? Are processes and policy clear - is it easy to understand how to address instances of oppression or discrimination?

### 5. EDI learning needs

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<sup>1</sup>[Woodcraft Folk Equality, Diversity & Inclusion](#)

<sup>2</sup>[Woodcraft Folk Equality, Diversity & Inclusion](#)

Do staff and volunteers fully understand equity, diversity and inclusion? Are they committed to improving their empathy, knowledge, skill and behaviour around inclusivity? Are they willing to positively challenge themselves and each other, for good accountability?

## 1.4 Methods

Research and review methods:

1. Experience surveys
2. Focus groups
3. 1:1 interviews
4. Policy review
5. Communications review

Details can be found in section 3.

## 1.5 Key findings

### 1. Class Barriers

**Barrier:** Woodcraft Folk is perceived as having a 'class barrier'. Middle-class volunteers are overrepresented, while working-class people are underrepresented.

Underlying Causes:

- Community engagement strategies are not fully inclusive of working-class communities.
- Website and communications do not reflect working-class identities or create a sense of belonging.
- Some programmes may feel inaccessible due to cultural assumptions
- Some programmes may be inaccessible due to cost.

Recommended Actions:

- Redesign outreach and engagement to better reflect and include working-class communities.
- Update website content and promotional materials to resonate with broader social backgrounds.

- Review programme accessibility and adapt where necessary (e.g. costs, transport, scheduling).

## 2. Racial and Ethnic Inclusion

**Barrier:** People from racialised and ethnically diverse backgrounds are underrepresented. Woodcraft Folk lacks a strong strategy to foster belonging among these groups.

Underlying Causes:

- No clear plan to build inclusive environments for non-white or racially diverse volunteers.
- Limited community engagement in diverse localities.
- Programme content and communications do not reflect intercultural competence<sup>3</sup> (e.g. food, faith-based needs) and therefore foster no sense of belonging among diverse communities.
- Some feel the culture of groups is not welcoming to racialised people.

Recommended Actions:

- Develop a targeted inclusion strategy for racially and ethnically diverse communities.
- Adapt programme content and group practices to reflect intercultural awareness.
- Improve training on inclusive communication and anti-racism.
- Build relationships with local community leaders and organisations in diverse areas.

## 3. Disability Inclusion

**Barrier:** People with physical disabilities are underrepresented and may face barriers to full participation.

Underlying Causes:

- Quantitative data lacks clarity on definitions of disability.
- Programmes and group practices may not consistently accommodate physical disabilities.

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<sup>3</sup> “Intercultural Competence refers to the ability to ‘detect and respond comprehensively to the challenges posed by cultural differences, and modulate their approach accordingly, rather than trying to impose a single model of behaviour on all actions.’ [Council of Europe](#)

- External communications do not convey accessibility or inclusion clearly.
- Limited reporting and follow-up on disability-related concerns or discrimination.

#### Recommended Actions:

- Improve data collection to better understand disability inclusion.
- Ensure venues, activities, and materials are physically accessible.
- Update website and recruitment materials to explicitly address disability inclusion.
- Establish clear and trusted reporting mechanisms for disability-related issues.

#### 4. Outreach, Recruitment, and Induction

**Barrier:** Woodcraft Folk's visibility is largely dependent on word-of-mouth, which limits reach to new and diverse audiences.

#### Underlying Causes:

- Many volunteers are recruited from existing parent networks.
- New communities may feel that Woodcraft Folk "isn't for them".
- Induction processes are inconsistent or unclear.

#### Recommended Actions:

- Proactively promote Woodcraft Folk in new and diverse communities by building local relationships.
- Update recruitment materials that reflect different identities, experiences and engage people from a wider range of academic backgrounds.
- Streamline and personalise the induction process to support retention and belonging.

#### 5. Inconsistent Standards and EDI Practice

**Barrier:** Volunteers are unclear about expectations regarding equality, diversity, and inclusion (EDI) and group operations.

#### Underlying Causes:

- Lack of training in inclusive facilitation and safe space creation.
- Inconsistent approach to social and political issues in group settings.
- Unclear internal standards about running or opening new groups.

- Volunteers may operate informally, risking safety and inconsistent practice.

#### Recommended Actions:

- Provide regular, structured training on EDI and group facilitation.
- Set clear guidelines for navigating social issues in line with Woodcraft Folk values.
- Clarify and communicate procedures for running and starting new groups.
- Ensure all volunteers complete formal sign-up and safeguarding checks promptly.

### 6. Reporting and Accountability

**Barrier:** There is limited confidence in reporting systems for discrimination or inappropriate conduct. Some issues are not reported or resolved.

#### Underlying Causes:

- Concerns are often not escalated beyond the local level.
- Volunteers report experiences of racial and disability discrimination not being addressed.
- Lack of transparency and trust in how concerns are handled.

#### Recommended Actions:

- Strengthen reporting mechanisms to ensure safety, follow-up, and accountability.
- Provide confidential and accessible ways to report issues.
- Foster a culture where feedback is welcomed and acted upon.

### 7. Communications

**Barrier:** Communications, both internal and external, do not consistently support inclusion or clarify Woodcraft Folk's identity and mission.

#### Underlying Causes:

- EDI standards are not clearly communicated to volunteers.
- The mission and activity of the organisation are not always clear to the public.
- This affects spontaneous volunteer sign-ups and limits broader appeal.

## Recommended Actions:

- Improve internal comms on standards and expectations, especially around inclusion.
- Refresh external messaging to clearly convey the mission, values, and activities of Woodcraft Folk.
- Showcase stories and voices from diverse volunteers and young people.

## 8. Policy

**Note:** 7PK reviewed 12 Woodcraft Folk policies. As they cover a range of practice we have included a generalised barrier and recommendation below with a detailed breakdown of barriers and recommendations, specific to each policy in the appendix.

### **Barrier:**

Policies do not explicitly include anti-discriminatory language or practice.

## Recommended Actions:

- Develop a dedicated Inclusion Policy that outlines the organisation's commitment to equity, diversity, and inclusion.
- Ensure policies clearly state support for EDI principles rather than relying on implicit values of cooperation and equity.
- Amend policies to address gaps where issues of discrimination are currently overlooked.

## **1.6 Conclusion: A Call to action for a more Inclusive Woodcraft Folk**

This research highlights both **practical** and **cultural barriers** that are limiting the inclusivity of the Woodcraft Folk movement. While the organisation is rooted in values of equality and cooperation, current practices are not consistently aligned with those ideals, particularly when it comes to engaging working-class communities, racially and ethnically diverse people and those living with disabilities.

The movement is currently most accessible to a white, middle-class demographic, and while this may reflect existing networks, it does not reflect the full diversity of the communities Woodcraft Folk seeks to serve. Varied local approaches, varied capacity and understanding together with mixed communications, limited outreach, unclear expectations and underdeveloped reporting mechanisms all contribute to this imbalance. Cultural assumptions about race, class, politics, diet, and disability further reinforce a sense of exclusion for many.

However, this is not a fixed state. The findings clearly show that **there is significant potential for positive change and many existing volunteers and decision makers keen to make change.** With intentional action, Woodcraft Folk can build a more inclusive movement that better represents and supports the diversity of society today.

We call on all parts of the Woodcraft Folk movement: local groups, volunteers, leadership, and national structures to commit to **meaningful and sustained action.** This includes:

- Embedding inclusion and equity into outreach, recruitment and programme design.
- Developing accessible, representative, and welcoming communications
- Providing robust training on equality, diversity, and inclusion (EDI) for all volunteers and staff.
- Creating safer and more responsive reporting and accountability systems.
- Actively building relationships with underrepresented communities and listening to their experiences.

True inclusion is not just about who is present, it's about who feels they belong and are valued. By addressing these barriers head-on, Woodcraft Folk can honour its founding values and ensure it remains a movement for *all* volunteers, not just a few.

## **2. Background**

Before partnering with 7PK, Woodcraft Folk's 2023 internal survey, EDI monitoring at VCamp, and ongoing informal feedback and observations had already identified two major gaps in representation.

### **1. Racial/Ethnic Disparity**

Data showed a clear underrepresentation of volunteers from racialised backgrounds. While 31.6% of young participants identify as non-White British, only 12.5% of volunteers aged 21+ and 18.5% of DFs (aged 16–21) share this background.

87.5% of volunteers aged 21+ described themselves as White British while 4.2% stated White Other. Among DFs (aged 16–21) 81.5% described as White British and 7.4% as white other.

### **2. Inclusion of people with physical disabilities**

While the data available does not highlight a significant disparity between young people and volunteers living with a disability, it appears that quantitative data collection around disabilities was not

granular enough - i.e. types of disability were not surveyed individually and explicitly enough.

However, qualitative feedback suggested that individuals with disabilities or conditions requiring physical support are underrepresented.

### **Strategic Context of Representational Gaps**

As a part of Woodcraft Folk's 2018–2025, *Increasing and Widening Participation Strategic Plan*, the organisation set out to improve Diversity and Inclusion with a focus on the following points:

- "Reach all young people and volunteers who can benefit from the organisation's activities."
- "Enable Woodcraft Folk to listen and respond to issues and concerns, ensuring they don't overlook those of underrepresented groups"

To meet these desired intentions, Woodcraft Folk identified actions and responsibilities for different teams across the organisation. The actions and responsibilities named in the plan are as follows:

*Local groups and Districts will:*

1. *Ensure existing groups better reflect their local community.*
2. *Review inclusion by completing a review of practice.*
3. *Undertake demographic monitoring.*
4. *Proactively promote Woodcraft Folk to additional communities and plan to reach identified barriers to inclusion.*

*Centres, regions and nations will:*

1. *Share best practice.*

*Staff & Trustees will:*

1. *Monitor and report on groups' activities to increase and widen participation, sharing good practice case studies.*
2. *Proactively recruit volunteers to start new groups in target communities.*
3. *Target resources to widen participation.*

4. *Develop tools and strategies to reach communities currently underrepresented in Woodcraft Folk.*

With this background, the organisation's Equality, Diversity and Inclusion working group and trustees saw an opportunity for deeper investigation, reflection and action planning around how to improve the specific volunteer experiences of those marginalised or underrepresented by race/ethnicity, class or physical disability, by investigating five key points:

1. *All communities feel welcome and find joining processes inclusive.*
2. *Marginalised volunteers feel supported, valued, and able to thrive.*
3. *Leadership and decision-making are accessible to underrepresented groups.*
4. *Policies and processes ensure fair treatment and effective responses to discrimination.*
5. *Staff and volunteers are committed to ongoing EDI learning and accountability.*

## **The EDI Review and 7PK**

In 2023 Woodcraft Folk partnered with 7PK to support the work of diversifying volunteers in terms of race, ethnicity and physical disability.

7PK's role was to:

1. Support an EDI review, the purpose of which was to uncover any potential barriers to access and gaps in inclusive practice that volunteers from different ethnic/racial backgrounds and those living with physical disabilities may experience engaging with Woodcraft Folk.
2. Identify opportunities to overcome any barriers to access and gaps in inclusive practice that may be discovered, and to codesign an action plan centered around increasing inclusivity and a sense of belonging among the aforementioned communities.

## **Class**

Woodcraft Folk's Equality, Diversity and Inclusion Working Group had also

recognised that historically working class people may have also been underrepresented within the organisation<sup>4</sup>.

While not traditionally viewed as an area of marginalisation in terms of the 2010 protected characteristics, defined in the 2010 Equality Act, Woodcraft Folk acknowledged that people from working class backgrounds:

1. May have greater limited access to various types of experiences, regardless of their race or physical disability, due to locality, expenses and feelings around belonging.
2. Make up the majority of the UK population.
3. Are disproportionately from ethnic/racialised backgrounds.
4. And also living with physical disabilities, may experience greater challenges associated with additional costs to support mobility and daily living<sup>5</sup>.

The VCamp 2023 EDI monitoring survey also reveals that only 8.4% of the young people in attendance described themselves as coming from a 'low income household' alongside [19%] of DFs aged 18-21 and [10%] of volunteers 21+

For these reasons, class became a key focus and integral component of this review, alongside race, ethnicity and physical disability.

The background, outlined above, informed 7PK's methodology for conducting the review, as explained in the next section.

### **3. Methodology**

In partnership with the Equality, Diversity and Inclusion (EDI) working group we (7PK) selected a range of research methods for collecting information and insights. Methods included experience surveys, focus groups, one to one interviews and a review of policies and promotional materials.

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<sup>4</sup> Note: Some groups are more inclusive of working class and racialised groups than others. Central WCF received funding for New Groups Projects that have intentionally targeted more deprived postcodes as a part of their funding brief.

<sup>5</sup> [BME statistics on poverty and deprivation](#), Institute of Race Relations. [Disability facts and figures](#), Scope

### **3.1 Experience surveys**

While Woodcraft Folk was preparing to launch its 2023 volunteer EDI Monitoring VCamp survey, to gather valuable quantitative data on the representation of people with protected characteristics among volunteers and young people, we sought out qualitative data, to learn about the experiences.

We created a series of surveys exploring the experiences of volunteers from their first contact with Woodcraft Folk, through onboarding, during their time as active volunteers, to their departure. To identify potential trends across demographic groups, we included a demographic monitoring section in the surveys. All were anonymous, though participants could leave their contact details to share additional information if they wished.

In total 46 participants took part in the experience surveys: 29 current volunteers, 12 former volunteers, 5 intended volunteers.

### **3.2 Focus groups at Regional Gatherings**

Woodcraft Folk's CEO and Equality, Diversity and Inclusion working group suggested that we attend scheduled regional gatherings that were taking place. By attending these events, we would have the opportunity to host focus groups with the volunteers and adult members in attendance, to gather insights on their experiences running local groups or co-ordinating activities at 'district' level.

These focus groups were extremely helpful as they:

- Explored the general understanding that volunteers and members have of equity, diversity and inclusion (EDI).
- Uncovered common approaches to engaging and recruiting volunteers to groups.
- Identified the barriers that exist to implementing a national approach to EDI.
- Revealed some of the suggested priorities that volunteers and members feel the organisation should have to diversify the volunteers and increase representation and participation.

We engaged with a total of 21 volunteers across the two regional gathering focus groups: 15 in London and 6 in the South East.

### **3.3 Focus groups targeted at specific demographic groups of existing volunteers**

Arranged as 60 min online meetings on a weekday evening, these focus groups were an opportunity to explore similar topics to those covered in the regional gathering focus groups. These conversations were specifically valuable because we were able to create dedicated safe spaces for volunteers from the demographic groups of:

- Living with a disability - 3 attendees
- Identifies as being from a racialised background (non-white) - 3 attendees.

By hosting these focus groups, we were able to ascertain whether these volunteers had, or felt they had, experiences that would be deemed challenging and potentially cause their peers from the same demographic group to be less likely to engage with the organisation.

### **3.4 Focus group targeted at 'non-group' volunteers**

Also arranged as a 60min online meeting taking place on a weekday evening, this focus group was specifically for volunteers in a 'non-group' role i.e. they are not dedicated to solely working with a local Woodcraft Folk group. By hosting this focus group, we were able to discuss whether these volunteers had a different experience of EDI at Woodcraft Folk because they might run or support activities at residential centres or be in an administrative or operational type role.

This focus group ended up being more of an interview as just one person attended on this particular evening.

### **3.5 1:1 Interviews with existing volunteers**

We offered volunteers the opportunity to have 1:1 conversations with our team if they felt they would like to share any key insights with us, but wouldn't necessarily fit the criteria for attending one of the pre-identified focus groups. These 1:1 interviews were an opportunity to hold space for a more open conversation that still would focus on EDI within the organisation, but allow volunteers to share experiences in a private manner.

We held a total of 3 of these 1:1 interviews, with 2 group leaders and 1 treasurer.

### 3.6 Policies, touchpoints and material review

It was important for us to analyse and assess the extent to which EDI is embedded into aspects of Woodcraft Folk's operations and infrastructure. To do this, we identified areas that we knew materials would exist for us to review through an EDI lens and consider how these materials, when interacted with by staff and volunteers, could lead to a feeling of exclusion for those from racialised backgrounds or living with disabilities. These materials included:

- A range of organisational policies and procedures (12 in total).
- Information packs and email communications used to recruit and onboard new volunteers.
- Webpages and social media posts used to attract potential volunteers to join Woodcraft Folk.

## 4. Data Analysis and Evaluation

The following section presents our interpretation and expert analysis of the inclusivity of Woodcraft Folk's policy, recruitment, communications, and culture, with a particular focus on the volunteer experience. Our insights are based on data gathered through:

- Volunteer surveys
- Policy review
- Analysis of communications touchpoints (website, social media, emails)
- Review of recruitment materials
- Focus groups (regional and online)
- One-to-one interviews

### 4.1 Volunteer Surveys

We sent surveys to the following three groups:

- **Current volunteers** – those who are currently volunteering within the Woodcraft Folk network.
- **Former volunteers** – those who were once volunteering within the Woodcraft Folk network.
- **Intended volunteers** – those who expressed an interest in becoming a volunteer with Woodcraft Folk, but never completed the process.

The following sections are our interpretations of the data collected by each survey. The survey covered five main areas:

- The Woodcraft Folk Journey
- Challenging experiences and Woodcraft Folk culture
- Comms
- Discrimination
- Demographics of respondents

#### 4.1.1 Current Volunteers

29 current volunteers completed this survey.

##### **The Woodcraft Folk Journey**

It appears that:

- Progression and training aren't a focus (however people may not expect it to be).
- Lack of process in outlining training opportunities and expectations.
- In person training is better than online training.
- There is high local autonomy.
- Intra local/district communication could be better.
- People recognise a lack of process and therefore lower accessibility for newcomers compared with those who grew up in Woodcraft Folk.
- Some may find the ethos and purpose of Woodcraft Folk a little unclear, though a general sense of intentionality appears to be understood; this appears to be that: Woodcraft Folk mean well for people and the environment and work cooperatively 'somehow' to this effect.
- Sign up processes are poor. Reports of volunteers engaging informally for years without proper sign up.

##### **Challenging experiences and Woodcraft Folk culture**

It appears that:

- Some volunteers perceive that Woodcraft Folk does not tend to lead conversations or offer education on social topics affecting minority demographics. It seems that individuals (young people) hold space for these conversations independently.

- Some volunteers and members may be largely unaware of the ways in which Woodcraft Folk engages with social issues.
- Some feel Woodcraft Folk engages in a poorly informed way which 'supports' oppressive narratives.
- Woodcraft Folk has a class barrier (e.g. volunteers have to pay to attend camp).
- Woodcraft Folk is clearly white middle class.
- It is understood that Woodcraft Folk is supposed to be an inclusive, anti-oppressive environment. Some find Woodcraft Folk do very well in demonstrating this.
- Microaggressions do go unreported.

## **Comms**

It appears that:

- Word of mouth is the main method of communication.
- Comms and outreach seem poor.

## **Discrimination**

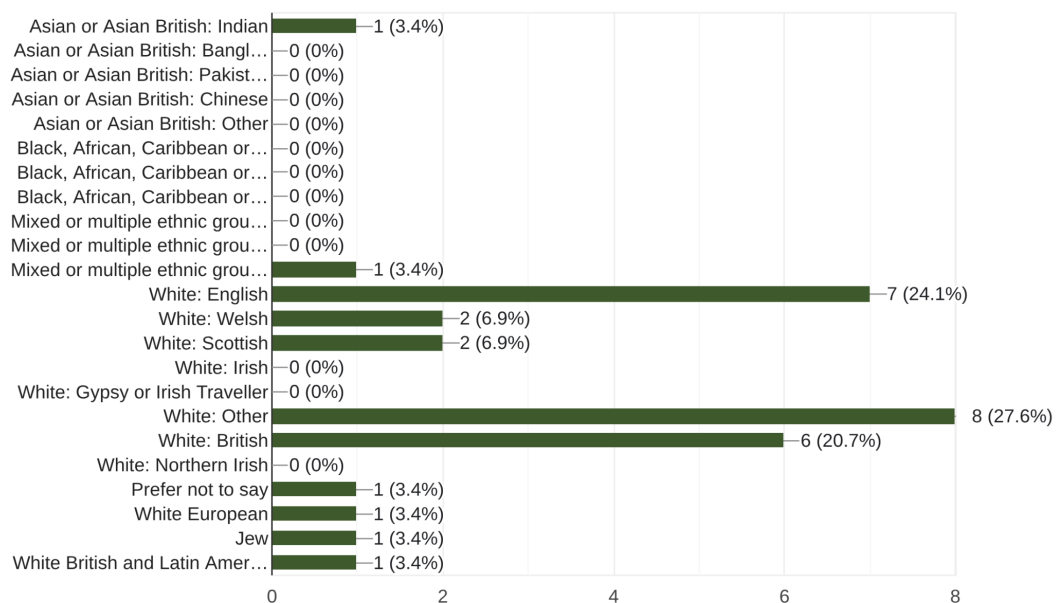
It appears that:

- There is little/poor baseline organisational consensus re. the conduct of behaviour, and expectations regarding discrimination/language. It seems that the culture is carried largely, perhaps too much so, by individuals.
- Microaggressions go unreported.

## **Respondents demographic highlights**

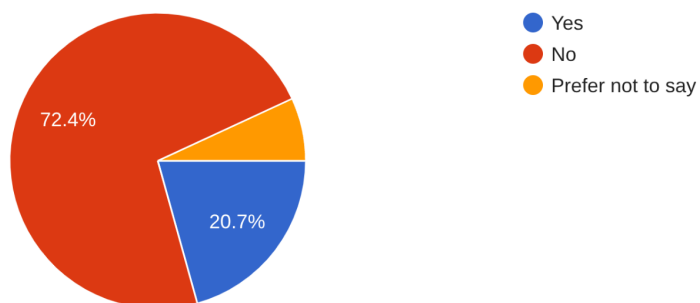
### Q19 - What best defines your ethnicity?

29 responses



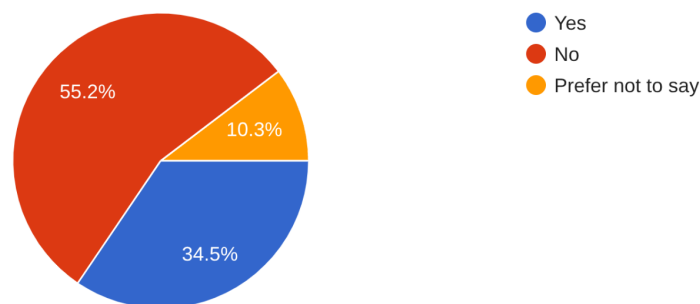
### Q24 - Do you consider yourself to be living with a disability?

29 responses



#### Q26 - Do you consider yourself as neurodiverse?

29 responses



### Conclusions

NOTE: Conclusions have been drawn according to the data we have had access to/have been able to evaluate.

Woodcraft Folk has been non-inclusive of non-white, non-middle class volunteers. Woodcraft Folk has room to improve outreach procedures, recruitment and induction procedures and standards around inclusion, or clarity around these things.

1. Woodcraft Folk has been most accessible to its existing/proximate white middle class community.
2. Woodcraft Folk has had poor sign-up and induction procedures or sign up and induction procedures have not always been consistently followed.  
This has included standards surrounding opening new groups.
3. Woodcraft Folk may have not known how it felt was best to approach discourse on social issues and diversity training, or have had limited resources to action desired training or social discourse or volunteers' expectations have not always aligned with the stances and choices of Woodcraft Folk.

#### 4.1.2 Former Volunteers

12 former volunteers completed this survey.

## **The Woodcraft Folk Journey**

It appears that:

- The majority of former volunteers who responded to the survey have no experience of an application & recruitment process or an induction process. Two reasons were they had 'grown up in Woodcraft Folk' and 'joined before the introduction of these procedures'.
- Some respondents felt there had been little structure around opening new groups.
- Lockerbrook training has been helpful for some.

## **Challenging experiences and Woodcraft Folk culture**

It appears that:

- The use of 'jargon' could make Woodcraft Folk seem 'insular'.
- Woodcraft Folk 'seems' inclusive though not all (if any) volunteers had received formal training.
- Volunteering at Woodcraft Folk is 'often very expensive'.
- Is inclusive in 'a middle class way'.
- Woodcraft Folk could have been better at responding to internal issues re. discrimination.
- Woodcraft Folk has made some effort to respond to social issues – A respondent said Woodcraft Folk are good at campaigning and raising awareness (did not specify on what issues) but has sided with oppressive ideology in attempts to be neutral.
- Woodcraft Folk has made successful efforts in discourse surrounding English as an Additional Language (EAL); managing challenging situations for EAL and neurodivergence.

## **Comms**

It appears that:

- Woodcraft Folk is only effective at proximate outreach – word of mouth, immediate and associated community.

- Woodcraft Folk's comms have not related to people from racialised backgrounds or people with disabilities.
- Woodcraft Folk could better communicate their purpose.

## Discrimination

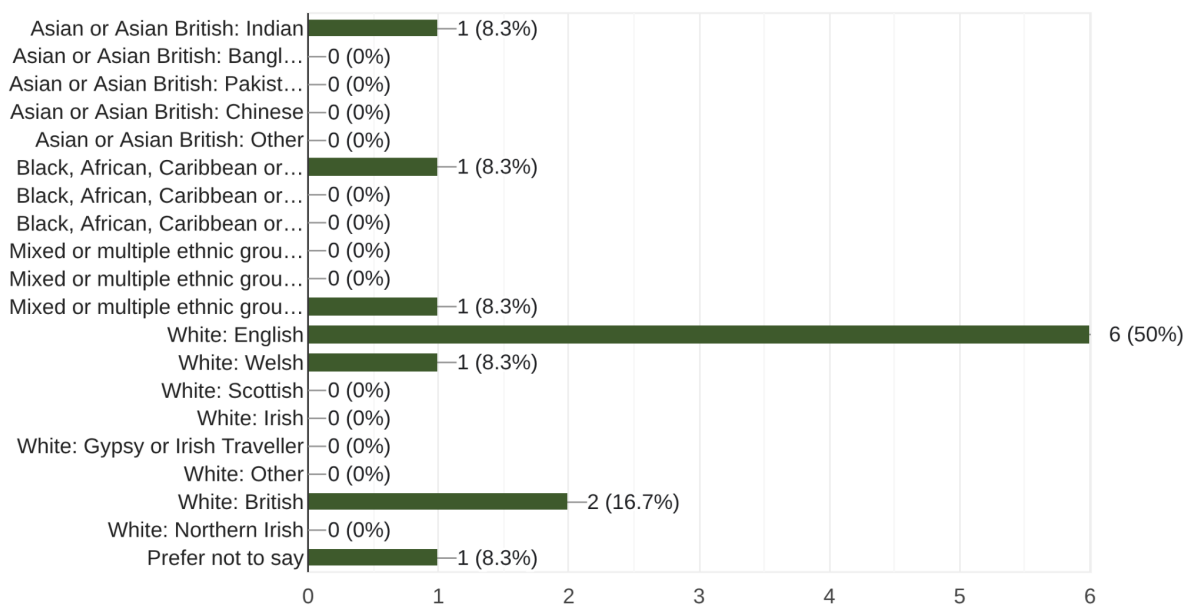
It appears that:

- There have been no incidences of discrimination OR discrimination goes unreported. (A respondent notes the group they are a member of 'is 100% white')

## Respondents demographic highlights

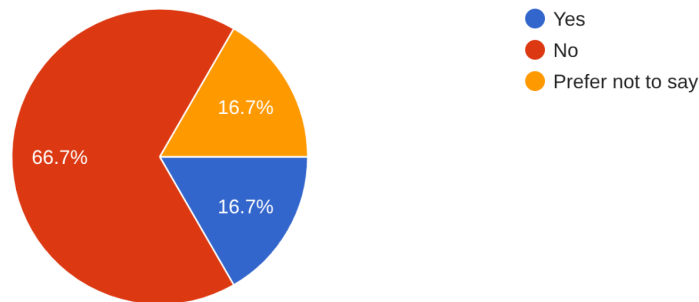
Q19 - What best defines your ethnicity?

12 responses



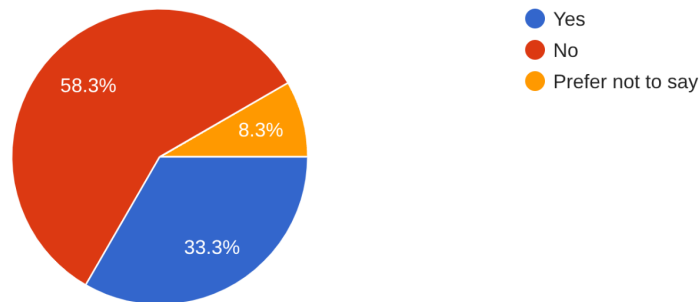
Q24 - Do you consider yourself to be living with a disability?

12 responses



Q26 - Do you consider yourself as neurodiverse?

12 responses



## Conclusions

NOTE: Conclusions have been drawn according to the data we have had access to/have been able to evaluate.

Woodcraft Folk has been unintentionally non-inclusive of non-white, non-middle class volunteers. Woodcraft Folk has room to improve outreach procedures, recruitment and induction procedures and standards around inclusion, or clarity around expectations.

1. Woodcraft Folk has been **most accessible to its existing/proximate white middle class community.**
2. or sign up and induction procedures have not always been consistently followed.  
This has included standards surrounding opening new groups.

3. Woodcraft Folk may have not known how it felt was best to approach discourse on social issues and diversity training, or have had limited resources to action desired training or social discourse or volunteers'

#### 4.1.3 Intended Volunteers

##### **The Woodcraft Folk Journey**

5 intended volunteers completed this survey.

It appears that:

- Intended volunteers were drawn to Woodcraft Folk due to a sense of democracy, secularity, gender inclusion, and social/eco-justice, sustainability and connection.
- Woodcraft Folk has attempted to support the mobility needs of intended volunteers.
- Changes to group leaders have contributed to volunteers not continuing (the details of the changes are not specified).
- There was no required application process, pre-covid at least.
- Online sign up processes have been 'impossible to follow'.
- Volunteers have engaged for years having no formal sign up.
- The cultural expectation is that parents are to attend with children.

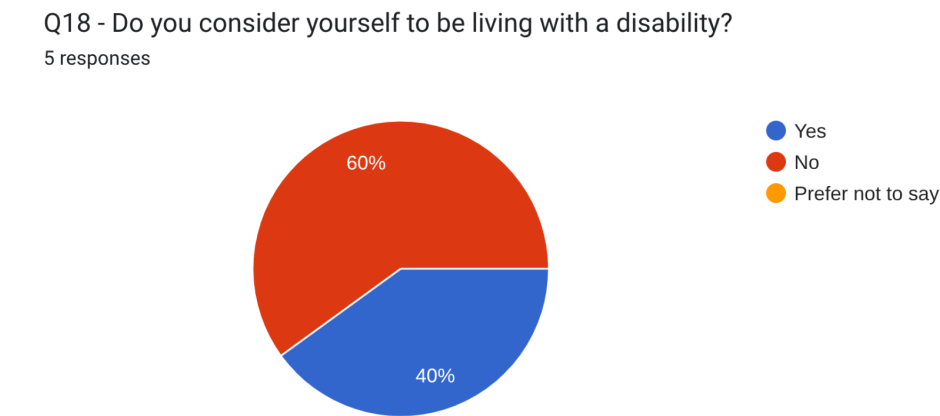
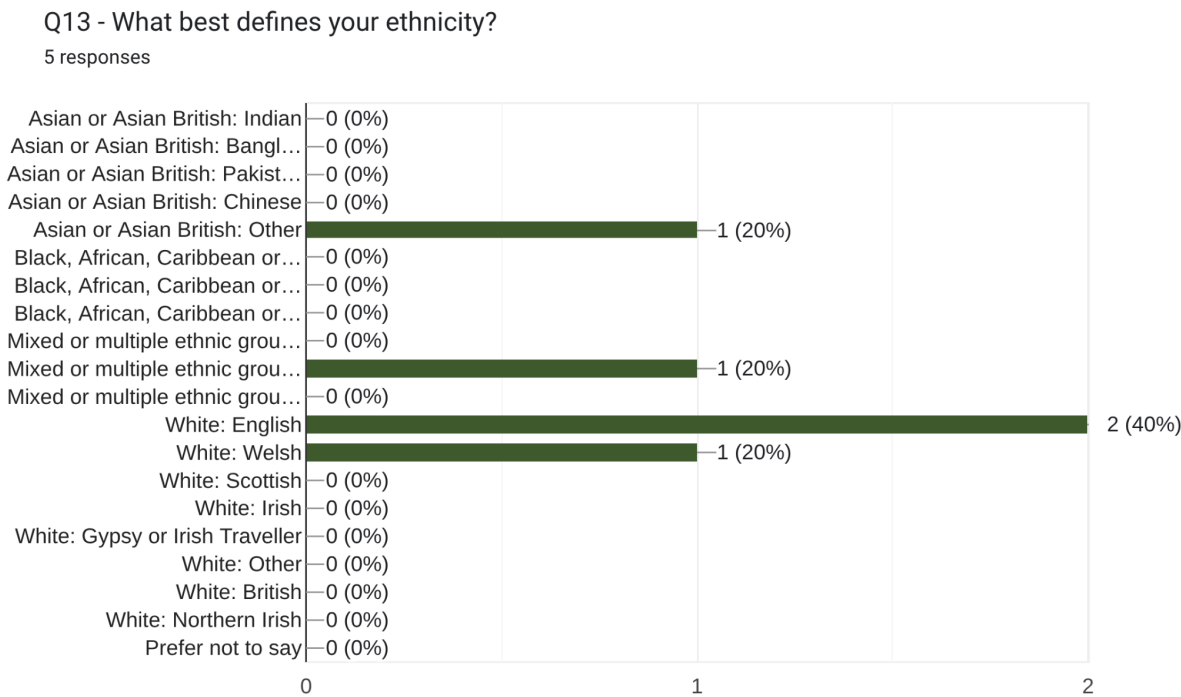
##### **Perceptions of the Woodcraft Folk culture**

It appears that:

- Development and progression has not appeared to be a part of the Woodcraft Folk culture/experience.
- Group members have engaged in conversations relating to societal issues.
- Woodcraft Folk as an organisation has had no structure in approaching social issues – described as 'reactive' and 'disorganised' and 'informal'. Still, elements of this culture are valued.
- Woodcraft Folk is historically white middle class.
- Black and Asian people are historically underrepresented.
- Diversity in abilities have been well represented.

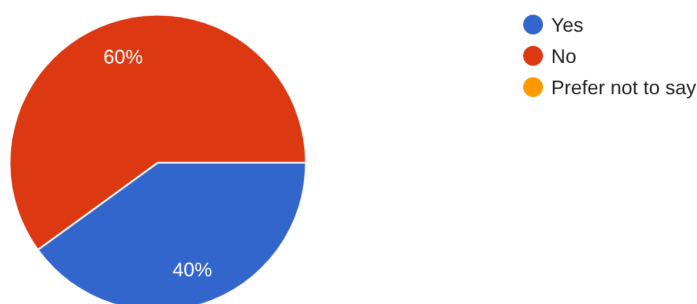
- Woodcraft Folk has been secular.
- It has been understood that Woodcraft Folk intends to be welcoming and inclusive.

**Respondents demographic highlights – Intended volunteers**



Q20 - Do you consider yourself as neurodiverse?

5 responses



## Conclusions

NOTE: Conclusions have been drawn according to the data we have had access to/have been able to evaluate.

Woodcraft Folk has been unintentionally non-inclusive of non-white middle class volunteers, the organisation attempts to support the interactions of its existing community. Woodcraft Folk has not been informed on its approach to societal issues relating to racial discrimination; there is room for improving the standard of procedures generally.

1. Woodcraft Folk has engaged most with **white middle class local communities. Racialised communities are underrepresented.**
2. **Sign up procedures have not been consistently followed.**
3. Discourse and **response to societal issues has potentially caused harm** to demographics that have been societally minoritised.

### 4.1.4 Overall Conclusions and General Comments

The following conclusions and comments are informed of all three surveys, current, former and intended volunteers.

NOTE: Conclusions have been drawn according to the data we have had access to/have been able to evaluate.

## **Culture**

Woodcraft Folk as an organisation appears to historically be made of tight-knit white, middle class, secular local communities. Woodcraft Folk has made attempts to accommodate the intersections of its existing community.

- Woodcraft Folk can work on being more inclusive and representative of local communities.
- Class and race are widely underrepresented.
- Check the proportion of volunteers that are parents – assess implications if significantly disproportionate.

## **Inclusivity**

The organisation has inclusive intentions but no standard of approach. Discrimination does go unreported. Religious discrimination exists.

- Measures could be taken to make Woodcraft Folk safer in terms of diversity, more organised and intentional in inclusion stance and practice.
- EDI training could be offered.
- Woodcraft Folk could seek learning to improve its approach to societal issues.

## **Policy/Procedures/Processes**

Woodcraft Folk largely operates on an informal approach. This approach is valued in ways but gaps are noticed by volunteers. People often feel they are 'winging it' and cannot readily pinpoint what Woodcraft Folk requires of them.

- A review of procedures and expectations must take place for improved **safeguarding**, and clarity.
- Improving processes or visibility/clarity of processes and information is possible. (eg. 'what do you do when/if...')
- Sign up procedures could be improved.

## **Comms**

### *External*

Word of mouth is an effective method of communication for Woodcraft Folk. Secular, white, middle class people, from neurodiverse and diverse

sexualities seem to feel a sense of belonging. Compared with people from racialised/ethnic and working class intersections.

- Inclusive outreach could be explored.
- Social media, website, adverts etc. external comms could be reviewed and inclusivity improved.

#### *Internal*

Local groups are largely autonomous; however, there is potential inconsistency of standards and expectations indicated.

- Inter-local/district communication could be assessed and improved where necessary for a standard of clarity, expectations and practice within reasonable variation.

## **4.2 Policy Review**

We suggested that Woodcraft Folk undergo a policy review. Woodcraft Folk provided 7PK with the following policies:

Critical Incident Plan

Ethical Sourcing Policy

Whistleblowing Policy

Supporting Vulnerable Persons Policy

Complaints - Disciplinary Panel Member

Serious Incident Reporting

Disciplinary Procedure

Wellbeing Policy

Health, Safety and Wellbeing

Volunteer Policy

Working together - dealing with difficulties in your group

Staff Recruitment and Selection

***All policy recommendations can be found in Appendix 1, Woodcraft Folk Policy Review, part 1***

### **4.2.1 Critical Incident Plan**

## **Observations**

1. Discrimination is not specified as a potential critical incident.
2. There is no statement template for responding to discrimination.
3. There is no specialist advisor listed who could support the Crisis Communication team with incidents of discrimination.

### **4.2.2 Ethical Sourcing Policy**

## **Observations**

1. There is no mention of environmental racism or displacement or destruction of native communities.

### **4.2.3 Whistleblowing Policy**

## **Observations**

1. Policy does not explicitly state discrimination as a potential concern in public interest.
2. In 'Anonymous Allegations', it is not specified who the 'investigating panel' is formed and how they will be accountable for holding a safe space for the whistleblower while working through allegations.

### **4.2.4 Supporting Vulnerable Persons Policy**

## **Observations**

NONE

### **4.2.5 Complaints - Disciplinary Panel Member**

## **Observations**

NONE

#### **4.2.6 Serious Incident Reporting**

##### **Observations**

1. Table is lifted from Charity Commission

#### **4.2.7 Disciplinary Procedure**

##### **Observations**

NONE

#### **4.2.8 Wellbeing Policy**

##### **Observations**

1. No standard of recognising people's differences and cultivating a safe culturally competent environment to minimise risk and promote wellbeing.

#### **4.2.9 Health, Safety and Wellbeing**

##### **Observations**

NONE

#### **4.2.10 Volunteer Policy**

##### **Observations**

1. Not all protected characteristics are listed in Volunteer Expectations.
2. Diversity commitment is not as informed as it could be.

#### **4.2.11 Working together - dealing with difficulties in your group**

##### **Observations**

1. Inclusion may be alluded to but not explicitly stated.

## 4.2.12 Staff Recruitment and Selection

### **Observations**

1. There is no indication that Woodcraft Folk wish to have a diverse and inclusive team.
2. The term 'Suitable candidates' noted throughout.
3. While the policy does mention avoiding indirect discrimination by creating restrictive person specifications, it does not actively encourage job descriptions/person specs to be designed in a way that actively encourages a diverse range of candidates.
4. It is stated that the interview panel must be diverse. It is not stated how the panel and chair are competent to inclusive hiring/interviewing practices including interview questions.
5. Generally the policy does not outline how any of the decision makers are accountable to inclusive processes.
6. Parts of the six point interview checklist restrict conversations around expectations of a potential candidate in terms of inclusion. Woodcraft Folk will not know if they are hiring a person who values inclusivity, has the capacity to manage potential challenging situations in relation to discrimination and are willing to develop their knowledge and skills in this area.

### **4.3 Review of comms touchpoints – website, socials and emails**

We reviewed Woodcraft Folks comms touch points. Our observations are outlined in this section.

***Our recommendations for this section can be found Appendix 5***

#### 4.3.1 Website

We reviewed Woodcraft Folk's website. Our observations are outlined in this section.

**Our evaluation of the website suggests:**

- It is not immediately clear what the organisation hopes to achieve and how it goes about doing so.
- It emanates very little sense of belonging for people from diverse backgrounds including race and faith.

**Our observations include:**

**1.** Homepage states:

*"We are a movement for children and young people, open to everyone from birth to adult. Woodcraft Folk offers a place where children will grow in confidence, learn about the world and start to understand how to value our planet and each other."*

There is no indication that Woodcraft Folk is inviting or safe for anyone from/of diverse backgrounds or circumstances. There is a missed opportunity to better inform newcomers of what they can gain and through what means – it is not clear that education and skill building is through nature based activity, for example.

**2.** The background image demonstrates little diversity; there is no clear diversity in race or faith or physical ability, for example.

**3.** There is no immediately obvious 'what we do', or similar, page/section that gives clear topline descriptions of the activities for young people.

**4.** Woodcraft Folk values are not explicitly listed. They are noted as being rooted in co-operative values; the co-operative values are not listed. [Our Aims & Principles](#)

**5.** The website uses the term 'Equality' rather than 'Equity'.

Recommendations can be found in Action Plan, section 3

**6.** [Our Aims & Principles](#) page states:

### *Equality & Inclusion*

*We seek to build an inclusive movement that celebrates diversity, and is welcoming to young people of all faiths and none. We affirm young people's identities, and seek to remove the barriers that exist to their participation in our movement and in wider society.*

There is nothing on the website that speaks to demonstrate the belonging to those with diverse needs and/or culture.

**6a.** 7PK notes that the organisation does not have an EDI strategy to support the Equality and Inclusion statement.

Recommendations can be found in Action Plan, section 9

### 4.3.2 Social Media

We reviewed Woodcraft Folks social Instagram and Facebook. Our observations are outlined in this section.

#### **Instagram**

##### **Our observations include:**

1. 'Woodcraft Folk is the UK's cooperative children and young people's organisation.  
Local groups and residential centres for all ages across the UK'.
2. Bio does not state purpose or explicitly welcome a diverse range of people.
3. Pictures do show representation and various types of diversity.
4. There could be more content.

#### **Facebook**

##### **Our observations include:**

1. BIO: *'Woodcraft Folk is the grassroots co-operative youth movement. Our members meet weekly for education for social change, led by children and young people.'*
- Bio does state something about the organisation's purpose.

- There is a demonstration of inclusive culture ‘led by children and young people’.
  - There could be a greater indication of belonging for people from groups with marginalised demographics.
2. The feed mirrors the posts on instagram – images do show representation of various types of diversity.
  3. ABOUT PAGE: *‘Woodcraft Folk is the co-operative children and young people's movement. Every week thousands of volunteers and young people meet in school halls and other community venues to learn about big ideas through fun activities like singing, playing and debating.’*

*Woodcraft Folk helps develop children’s self-confidence and build their awareness of society around them and the natural environment.’*

- The about page does give an indication of what activities to expect at Woodcraft Folk.
- The page gives an indication of how children develop through said activities.
- There is no mention of who is invited, as in all ethnicities, faiths, abilities, languages etc. As a result many may not feel this is a place they could belong.

#### **4.4 Review of Volunteer Recruitment Materials**

The following section is our expert perspective on The Woodcraft Folks volunteer recruitment materials.

##### **Our general observation:**

We found that materials/comms are quite formal, non-emotive and dull. For those without prior knowledge of Woodcraft Folk, the process is potentially non-compelling – it is not clear what would make a potential volunteer choose to engage with Woodcraft Folk over another organisation with a similar purpose/activities.

***Our recommendations this section can be found, Appendix 5***

#### 4.4.1 [‘Volunteer with us’](#)

##### **We observe:**

Communication reads like an internal organisation reference for signposting or referrals.

We feel this may limit the range of people Woodcraft Folk are capturing.

A more personal tone could be taken to appeal to a more diverse range of people.

#### 4.4.2. [‘Volunteer Membership’](#)

##### **We observe:**

Communication is generally very formal and uninspiring. We feel this may turn people away from signing up and/or give the impression of a bland journey ahead at Woodcraft Folk.

This page could take on a more encouraging tone. Signing up could be made to feel somewhat exhilarating. The page could have a more accessible appearance.

#### 4.4.3. [New Vol Induction](#)

##### **We observe:**

This page reads as an information dump. It is not welcoming, there is no attempt to build a sense of excitement or anticipation, it assumes people will want to attend the induction by virtue of having signed up.

#### 4.4.4 Thanks for signing up to volunteer with us!

## Thanks for signing up to be a volunteer

*Develop skills, improve wellbeing, try something different, explore new experiences, meet like-minded people and make an impact through value driven work - volunteering with Woodcraft Folk!*

Hi Leanne,,

We can't wait to work with you!

Thank you for registering an interest in volunteering with Woodcraft Folk. We wouldn't be here as one of the longest serving and most established youth movements in the world without our volunteers and we look forward to welcoming you to the team.

We are excited to be currently offering a range of volunteering roles from supporting at a local group to working on the ground at our centres - there is a role for everyone!

Following your application, we would like to invite you to attend an online webinar on Tuesday 23rd May at 6pm to learn more about volunteering with Woodcraft Folk. You can find the event details below. On the webinar, we will introduce new volunteers to life at Woodcraft Folk where you will learn about what we do, our aims & principles and the basics around volunteering. We'll also explore the different types of roles and opportunities available.



**Develop Skills**

**Meet new people**

**Have fun**

### Come to our New Volunteer Induction Webinar!

Attend our online webinar on Tuesday 23rd May at 6pm to learn more about volunteering with Woodcraft Folk and the next steps to get you in your role!

No need to register before the event, just click on the button below on the day to access the link to join. The webinar will be hosted on Zoom and you don't need an account to attend.

[Click to access webinar](#)

If you can't make the webinar, don't worry, reply to this email or call us on 020 8126 9339 and we can make alternative arrangements. If you have any other questions, contact us via this email or by the number listed above. If you are under 18 years, we ask that a parent/guardian is on the webinar with you.

Once you've attended the webinar, we'll discuss with you the next steps and then put you in contact with the team that's right for you to get you started on your volunteering journey.

We look forward to seeing you soon,

Lauren Penny  
Communications Manager



Woodcraft Folk is committed to providing a safe and positive environment to enable children and young people to

## We observe:

We feel this email is sufficient but non-compelling. Woodcraft Folk could recognise this as a moment to further build anticipation and curiosity.

## 4.4.5 Volunteering next steps



### Volunteering next steps

Dear Leanne

Thanks for attending Woodcraft Folk's recent New Volunteer Induction Webinar. We hope you enjoyed learning more about the charity and the impactful work that we do and the range of volunteering opportunities we have on offer. You can watch a recording of the webinar [here](#).

A staff member of our Membership Team will be in touch shortly to get you registered on our database Groop. They'll also be requesting two references and will confirm with you which area (or areas!) of our youth organisation you would like to volunteer in. If you are still unsure, we can arrange for you to talk to someone who can provide further info on the roles available. Depending on the role you are interested in, you may need a DBS check and our Membership Team will be on hand to support with this.

Once registered on our system, your details will be passed onto staff in the relevant department/s you would like to work in who will start your induction and welcome you to the team!

If you have any questions in the meantime, please reply to this email, or call Leanne on 020 8126 9339.

Thank you for signing up to volunteer with Woodcraft Folk.

We look forward to working with you soon,

Lauren Penny  
Communications Manager

## We observe:

We feel this is sufficient, but again overly formal.

## **4.5 Focus groups – regional gatherings and online**

As the findings from these focus groups cover quite a broad range of areas, recommendations can be found throughout Appendix 5.

### **4.5.1 Regional gatherings**

Taking place in March 2024, the focus groups we conducted at the regional gatherings in London and Brighton gave us some massively valuable insights into the way local groups were conducting their activities. There were 13 participants in London and 6 in Brighton, (see section 3.2.). Our key findings with associated conclusions and actions can be found below.

#### ***Interpretations and/or beliefs around EDI:***

- *Good conversation about non-visible differences e.g. class, economics and hidden disabilities. We need to look beyond the “obvious” stuff because class, for example, is a big talking point within the Woodcraft Folk.*
- *Some volunteers and members classify Eastern European as “people of colour”.*

By focusing on non-visible differences, including class and hidden disabilities, it does demonstrate a desire to be somewhat inclusive of different demographic groups. Our experience suggests race and ethnicity, which are visible and obvious, yet so easily overlooked, appear not to be within the confidence or competency to discuss and address by current members or volunteers.

#### ***Views on EDI within the Woodcraft Folk:***

- *Groups tend to be self-reproducing – not representative of the local communities they may operate in (Woodcraft Folk tends to be white, left-leaning middle-class).*
- *“It doesn’t feel right.” for people from more diverse backgrounds – they probably do not experience a feeling of belonging.*
- *We are seemingly very accessible to people who may struggle in mainstream education – hence high engagement with those who are homeschooled.*

- *We can be judgemental at times e.g. not vegan or driving a petrol vehicle or not so clued up on environmental and nature-based issues – ethos lends to homogeneity.*
- *Waiting lists are so long that it means someone from a lower socio-economic background who may have instability (e.g. due to renting) it will be hard to plan for a young family to be part of a group when a place becomes available.*

Our overall view is that Woodcraft Folk groups and activities are homogenous due to the culture, word-of-mouth conversations and perceptions people have of the organisation. For example, suggesting the organisation is a place for white, middle-class and left leaning people, who are likely to be judgemental of others' eating and transport decisions, tells us there probably isn't the most welcoming or inviting atmosphere created for those that are outside of this archetypal individual/family. This perception, however, doesn't create all of the barriers that people from racialised backgrounds and those living with disabilities may face when considering engagement. The responses relating to waiting lists, and this maybe not suiting people who could be renting or have other forms of instability, means groups are not currently practising reasonable adjustments to make provision for those who may disproportionately be affected by these structural barriers in the localities that Woodcraft Folk serve e.g. those from racialised backgrounds.

### ***Opinion on priority areas for EDI within Woodcraft Folk:***

- *The outreach can be the activity itself – especially at Venturer age group.*
- *Do we actually know how we are perceived by people from the outside?*
- *There are topics that as a movement we shy away from e.g. race, ethnicity and engaging with people from particular religious backgrounds or who have particular physical disabilities.*
- *Physical access is a massive barrier e.g. one place on site at camp for people with physical disabilities to use washrooms etc. – even at Camp 100, how is the camp made accessible for those with mobility issues?*
- *Diversifying leadership at a local level is going to create an opportunity for parents and families from racialised backgrounds to see the group as “for them” – may need to try targeted recruitment.*

Our immediate view, when considering these findings, is that race and ethnicity is something the majority white volunteer/member population aren't willing or able to approach. The desire to diversify leadership at local level is admirable, and necessary, but there is an argument to be made that this viewpoint alludes to a reliance on people from racialised backgrounds providing the answer to the problem that they themselves are experiencing. This is further reinforced by the point made that groups and/or the organisation may not be aware of how they are externally perceived.

Furthermore, we are of the view that intentionally designing for the most accessible and enjoyable camp experience of participants that may live with physical disabilities, has not been prioritised as best it could be. Given the groups see camp as a great way to showcase the organisation to new people, this appears not to be creating the best first impression for conversion to new members, volunteers and group participants.

#### 4.5.2 Targeted focus groups

In May 2024, these three focus groups took place online with the format of 60min consultative conversations. There were three participants in each group for specific demographics, and one participant who was a non-group volunteer, (see sections 3.3-4). The broad topics covered were the same as those discussed in the focus groups that we delivered at regional gatherings. Given that the focus groups were specifically targeted at people based on them being 'from a racialised background', 'living with a disability' or being a 'non-group volunteer', we were able to actively centre the conversation around their experience being someone who falls into the aforementioned category.

#### ***Interpretations and/or beliefs around EDI\****

- ***Racialised backgrounds:*** *In different situations there's an intention to be really aware of inclusion – saying right things and using right words but not always followed up with action.*
- ***Racialised backgrounds:*** *Trying to convince a group of people that aren't that interested that EDI is important, and the responsibility falling on you, is a weird and unfair thought – but we almost have to or else it's easy to get ignored.*

\*Before giving 7PK's view on what was shared in this focus group at this point, it is worth noting we haven't included responses from the other two focus groups as the attendees stated not having any specific views to share

when asked about their own interpretation or beliefs around EDI as a broad concept.

Reviewing the above contributions, we believe that Woodcraft Folk have to be very careful about the way the organisation reinforces and/or recreates the feeling of letting people down and unintentionally exhausting people from racialised backgrounds by not following through on actions or placing responsibility for solutions on them. The question posed wasn't specific to their experiences of Woodcraft Folk and as a result we believe this provides a helpful insight for Woodcraft Folk to start from as it relates to designing or executing an action plan.

### **Views on EDI within Woodcraft Folk**

- **Racialised backgrounds:** *The idea of feeling you “have to” represent your community (people from the same demographic group/background may not even want to be represented by me) and that people often default to you when you may not want to have to lead on something. Almost been cornered into becoming a token of “EDI activity”.*
- **Racialised backgrounds:** *Been given the impression that I am almost a “more palatable PoC” e.g. someone saying “oh, but you’re culturally more like us” (said by white person) and that is the reason I am being accepted.*
- **Racialised backgrounds:** *I became an observer of how people raised their children in Woodcraft Folk and found the comparison of how parents in the movement were raising their children was so free. I feel proud of being one of the “international friends” that the Woodcraft Folk motto speaks about.*
- **Living with disabilities:** *Leaders within Woodcraft Folk were very helpful and responsive when I explained that I was neurodivergent. They made it clear that EDI was important to them and didn't just show it was a tick-box exercise, there was a genuine commitment through activity.*
- **Living with disabilities:** *As an autistic adult it has been really nice for me to see that people are so switched on and clearly aware of how autism will impact and influence someone's engagement in spaces and activities – felt a lot like it has gotten better since I was in Woodcraft Folk as a child.*
- **Living with disabilities:** *Feels like our being so disparate and so reliant on volunteers, we know that consistency is always going to be a challenge across the country. There's clearly willingness that,*

*even though it may take time, can sometimes end up becoming action e.g. we now have an accessibility team working on next year's camp with a budget attached to it for people to apply to.*

- **Non-group volunteers:** *We know there are limits, want to be as accessible as possible to as many as we can. For example, no fees for things. We give guides and operate on donations – no barrier based on donation made or not (or how much).*
- **Non-group volunteers:** *I tend to get the initial enquiries or expressions of interest from central office. Then, I send a standard email to parents about what to expect, direct them to the website and the fact the group will follow Woodcraft Folk principles etc.*

Our view on what was shared by attendees from racialised backgrounds is that there appears to be a more welcomed version of a person from a racialised background when entering Woodcraft Folk spaces. Seemingly due to a strong affinity bias and comfort zone, volunteers and members from racialised backgrounds not only seek to stay aligned with the palatable expectations of the Woodcraft Folk community (be they real or perceived), but also seem to end up being the ones looked to for guiding any race-related improvements or actions.

Since reviewing what was shared by attendees who are living with disabilities, we believe that there is great work being done to support those who are neurodivergent or who may have hidden disabilities – likely due to Woodcraft Folk being experienced and/or proactive in knowing how to support people with such needs. There was lesser mention of the support provided to those with physical disabilities, which is worth noting. The comment about there being less consistency across the movement due to it being disparate is highly relevant; leading us to consider how guidance and/or expectations make their way from central teams to local groups.

Reading the contributions from the focus group for non-group volunteers, we can see that Woodcraft Folk has a base level of desire to be inclusive, but it seems the skills needed to embed EDI into their activities is limited. It seems colleagues are following norms and habits that they deem as always having worked thus far, without intentionally considering/being aware where they can take more inclusive actions and approaches.

### ***Opinion on priority areas for EDI within Woodcraft Folk***

- **Racialised backgrounds:** *Shifting the experience to make it more positive – should centre beneficiaries but mustn't overlook the experience of volunteers.*

- **Racialised backgrounds:** Retaining people and supporting people better in transition from young person to volunteer e.g. children and young people seemed more representative of the area than the groups seem to be now.
- **Racialised backgrounds:** Perception of who volunteers is very white-centric. Young people who are PoC may go on to volunteer with refugee camps or guardianships because they believe Woodcraft Folk is for middle-class white kids.
- **Living with disabilities:** We need things we can make a quick and obvious change to. Showing that stuff is happening is vital for us. We need a way for volunteers to tell the story of adjustments made to become more inclusive in line with increasing visibility of those who are living with disabilities and are from racialised backgrounds (photo permission and comfort being photographed).
- **Non-group volunteers:** The pro-forma letter we were given to help with membership didn't feel personal enough to really engage people locally how we'd probably want to.

We can see there is a clear desire from volunteers across all of the focus groups to see the perception of Woodcraft Folk be improved, whilst finding better ways to build and sustain relationships with young people and volunteers who would diversify membership. This desire is challenged by the fact that there isn't necessarily a clear strategy for how to create the best member/volunteer experience and transition young people from participant to member.

7PK also believe it is admirable people want more stories to be told and are prompting for a visual display of how adjustments are being made, however we would note that Woodcraft Folk must be careful not to prioritise this activity for short-term gain, as suggested, without the long-term plan for how to sustain inclusion or else the actions will be tokenistic.

### **Reasons for underrepresentation\***

- **Racialised backgrounds:** We don't do the best job at actually saying what Woodcraft Folk is – when you're introduced by someone you come in and get it, but otherwise you probably won't get it.
- **Non-group volunteers:** We are a small organisation and lots of people come through personal contacts – not a big publicity

*machine – meaning it can be a bit “cliquey” because it is based heavily on referral and “who you know”.*

- **Non-group volunteers:** *Centres especially tend to be run by people who have been in the organisation a long time or who know the centre co-ordinator.*
- **Non-group volunteers:** *It is awkward to get to many of the centres as they are in the countryside – e.g. if using public transport, trekking through fields is needed. Car shares are needed for groups to get to centres and it’s not easy to get to if you have physical disabilities... also limits people with limited income.*

\*Please note that contributions from the ‘living with disabilities’ focus group are not included because this topic wasn’t explored due to 7PK’s facilitator feeling they had shared things relating to this topic earlier in the conversation.

Our view of the contributions shared on this topic are that Woodcraft Folk is allowing a combination of a homogenous membership, monolithic culture and activities, that has clearly come to favour people from specific communities over others, to become exclusionary to people who do not fit these moulds. Generally speaking, relationship-based growth is not a problem unless it is reproducing more of the same and using transport methods that have always been used that favour people with certain resources and abilities, as a result reduces a sense of belonging for a diverse range of people who then decide not to engage.

### ***Needs of individuals to make progress\****

- **Racialised backgrounds:** *Understanding the social needs, views and situations of people who are from racialised backgrounds e.g. wanting children to not be in an English-speaking environment.*
- **Racialised backgrounds:** *Video series that goes on social media to allow people to engage and be guided through the questioning needed for one to go on a personal and collective EDI journey.*
- **Living with disabilities:** *Discussion spaces for sharing best practise and sharing knowledge etc. – we must normalise discussions to create comfort.*
- **Living with disabilities:** *Improving and evolving leaflets that clearly appeal to people from community to become volunteers.*

\*Please note that contributions from the ‘non-group volunteers’ focus group are not included because this topic wasn’t explored due to 7PK’s

facilitator feeling they had shared things relating to this topic earlier in the conversation.

Based on these responses, we are clear that two things are needed for members and volunteers to progress EDI within Woodcraft Folk. Firstly, spaces for sharing and understanding are needed to overcome the assumption that Woodcraft Folk's offering does/should appeal to all people. Similarly, these spaces can help with discussions to help people overcome their fear, leading to avoidance of addressing topics such as race and ethnicity. Secondly, having an easy-to-follow and interactive resource to guide people through their EDI development is clearly a need due to the range of commitments people have away from volunteering with Woodcraft Folk.

### **Barriers to progress\***

- **Non-group volunteers:** *We used to take a coach to camp, making it more accessible, but now we do a mix of trains and cars etc. Organising a coach is of course extra work but is inevitably more accessible. – choice to change was due to volunteer involvement.*
- **Non-group volunteers:** *Volunteers at the centre are older and move more old school vs. the district that have a younger volunteer membership.*

\*Please note that we have included contributions from this one focus group because the other focus groups didn't see the question asked due to time, or very little was shared that was of further value to this report.

7PK can again see that decisions which create structural barriers are consistent in Woodcraft Folk; and it would be positive to address this. Similarly, a lack of intention about who will be placed in positions to engage with young people is a missed opportunity due to that affecting the experience they may have of sustaining their engagement with Woodcraft Folk activities.

## **4.6 1:1 interviews**

Taking place from 2nd May to 5th July 2024, these three interviews took place online and in person, and lasted around 60 mins each (see section 3.5). The topics covered were similar to those discussed in the focus groups; the purpose being to learn about the feelings, experiences and

perspectives from those from non group volunteers from 'racialised backgrounds,' and/or 'living with a disability'

### **Views on EDI within Woodcraft Folk**

- **Racialised backgrounds:** *Woodcraft Folk has good intentions around EDI but doesn't always execute or follow through in the right way. There needs to be more training around cultural sensitivity and facilitating safe spaces.*
- **Racialised backgrounds:** *Taking sides on politics may isolate existing volunteers or exclude potential new volunteers who otherwise would have signed up.*
- **Racialised backgrounds:** *An individual had the thought that the organisation values should not be applied to supporting current events, and that the organisation should remain apolitical and without opinion on current affairs, such as conflict. Education on such affairs would be very beneficial only if it is neutral and non biased, otherwise it is non-inclusive and harmful.*
- **Living with disabilities:** *Woodcraft Folk intends to be an inclusive organisation and in the experience of interviewees, is generally a welcoming and pleasant environment for those living with disabilities.*
- **Living with disabilities:** *While as an organisation Woodcraft Folk is inclusive to those with disabilities, there are occasions when individuals may act in line with their own beliefs and values which may be discriminatory. In these cases it is important for the organisation to respond to discrimination or challenging situations that may borderline on discrimination, in a way that is informed by the needs of the affected party.*
- **Living with disabilities:** *The word 'safe' in terms of creating and maintaining environments that are welcoming to all, was described as a buzzword.*

### **Opinion on priority areas for EDI within Woodcraft Folk**

- **Racialised backgrounds:** Woodcraft Folk must prioritise education in unbiased facilitation, or seek to bring in expert external facilitators to deliver education on sensitive or highly nuanced topics.
- **Racialised backgrounds:** The organisation should plan to spotlight world events in a balanced manner, rather than revisiting the same topics from the same perspective.
- **Living with disabilities:** While priority areas may be focused on what's trending, inclusion is important. It would be good to avoid buzzwords and token actions.
- **Living with disabilities:** Regarding recent surveys, sometimes questions about the experiences of other demographics are challenging to answer if you have no personal lived experience. These questions should not be mandatory in future.

### **Reasons for underrepresentation**

- **Living with disabilities:** It was shared that, while all the reasons for underrepresentation may not be easy to deduce, there seem to be several. Information about the organisation tends to circulate in the same groups.
- **Living with disabilities:** Often, people living with physical disabilities are tired of having to work out if a place or an event is accessible to them. This being said, Woodcraft Folk could improve welcoming those living with disabilities by making accessibility details explicit and welcoming on the website and socials.
- **Racialised backgrounds:** The website may not be clear enough about what Woodcraft Folk is.
- **Racialised backgrounds:** The reach of word of mouth seems not to be great enough for diversifying the community.

## **5. Conclusion**

Woodcraft Folk demonstrates a strong intention to be inclusive, co-operative, and values-driven. However, the findings from this review highlight important gaps between intention and implementation,

particularly in relation to the explicitness of inclusion in policy, diverse community engagement for volunteer recruitment, communication effectiveness (inclusive external comms and the clear circulation of information and expectations internally), and cultural competence and inclusive practices.

Closing these gaps could increase the sense of belonging, safety and physical access to communities from racially and ethnically underrepresented communities, working class communities, and those living with physical disabilities.

### **5.1 Embedding cultural competence and accountability to reduce barriers to volunteering due to class, race/ethnicity and physical disability**

While Woodcraft Folk is widely recognised for its inclusive intentions and commitment to cooperation across diverse backgrounds, its volunteer base remains largely homogenous - predominantly White British, secular, and middle class people living without physical disabilities. The lack of wider diversity, combined with somewhat 'informal' practices and limited clarity around purpose, expectations, and accessibility (physical, financial, cultural) may unintentionally exclude individuals with physical disabilities, or those from global majority or working class backgrounds. Challenges seem to include a lack of proactive inclusion strategy, potentially unclear internal communications, underreported microaggressions. Additionally, development and progression is limited within the volunteer experience, and the ways in which volunteers can grow are not explicitly expressed (on the website for example), potentially limiting engagement with communities who would value an opportunity to engage if growth and development felt certain, and practical to their lives and needs.

#### **Overview of recommended areas of focus**

1. Proactive & inclusive volunteer recruitment.
2. Stronger community relationships.
3. Intentional inclusion in policy and strategy.
4. Education that increases cultural competence.
5. Improved accessibility.
6. Improved data collection.
7. Stronger internal and external communication.
8. Safer reporting systems.

The sections that follow continue to offer more specific recommendations to the eight points above.

## **5.2 Policy**

Currently, Woodcraft Folk's policies show general support for diversity, equity, and inclusion (EDI) and align with the 2010 Equalities Act, promoting cooperation and wellbeing.

### **Barriers**

Policies lack explicit anti-discrimination language and a formal inclusion policy. This limits clarity and accountability, particularly in procedures like those addressing critical incidents. There is an opportunity to make EDI commitments more explicit and protective.

### **Causes**

Woodcraft Folk's policies reflect an assumed shared culture of cooperation and inclusion. This could be one reason for a deprioritised detailed policy development in key areas such as discrimination and inclusion. The absence of EDI-specific expertise and limited representation in decision-making processes has probably also contributed to missed opportunities to embed explicit inclusive elements to policy. Additionally, a focus on broad ethical values over specific protections, coupled with infrequent policy reviews through an EDI lens, has probably led to gaps that do not fully reflect current best practices.

### **Recommended solutions**

A list of specific recommended policy updates can be found in Appendix 1.

We recommends a more in depth 'phase 2' policy review conducted by either:

1. External EDI consultants.
2. New, built in Internal specialist capacity. Either could take place with a wider team for collaborative policy upskilling and building.

### **Moving forward, we recommend**

1. The creation of a dedicated Inclusion and Anti-Discrimination Policy.

2. Establishing a cycle for regular (For example, every 2 years) EDI-focused policy reviews.
3. Ensure diverse voices are included in policy development and organisational leadership (e.g., race, disability, class, faith).
4. The creation of mechanisms for wider consultation with volunteers and members from underrepresented backgrounds.
5. Set up clear procedures for reporting and responding to discrimination, including timelines, responsibilities, and outcomes.
6. Monitor and report on progress against EDI objectives regularly.

### **5.3 Improving volunteer recruitment**

#### **Barrier**

The absence of targeted efforts to engage underrepresented groups reinforces the overrepresentation of white, middle-class volunteers, living without physical disability.

#### **Causes**

Woodcraft Folk's limited volunteer diversity appears to stem from a combination of factors, including reliance on informal, word-of-mouth recruitment within existing social circles, lack of targeted outreach strategies, and the absence of an EDI-informed recruitment approach. Communications may not reflect or appeal to diverse communities, while underdeveloped partnerships with grassroots or cultural groups limit broader engagement. Structural barriers such as accessibility, childcare, or travel needs may go unaddressed, and a lack of defined diversity goals or dedicated resources could further inhibit progress.

These challenges seem to be made worse by a long-standing volunteer group that's mostly similar in background, along with informal ways of doing things that might unintentionally be exclusive.

#### **Recommended solutions:**

A list of specific suggestions for updating recruitment materials can be found in Appendix 6.

Moving forward, we recommend:

1. The development of an inclusivity focused recruitment plan to reach beyond existing networks.
2. Build mutually beneficial relationships with local organisations that already work with underrepresented groups (global majority, disability and working-class-led organisations.)
3. Create outreach strategies tailored to underrepresented communities - partner with local leaders, attend cultural events, and co-create recruitment messages with those communities.
4. Provide ongoing EDI and unconscious bias training for volunteers and staff. Establish inclusive values and expectations during the onboarding process.
5. Seek targeted funding for EDI initiatives and inclusive recruitment efforts.
6. Offer support where possible, such as travel stipends, childcare, flexible scheduling, and accessible venues or formats.
7. Continue to use data to track progress.

## **5.4 Enhancing internal and external communications**

### **Internal**

#### **Barrier**

Volunteers report that communication between local, district, regional, and national levels is lacking, which negatively impacts continuity, shared learning, and clarity around expected procedures and cultural standards.

#### **Cause**

Volunteer-led organisations often rely on the passion, time, and goodwill of individuals who are contributing alongside other personal and professional responsibilities. While this brings authenticity and community ownership, it can also lead to challenges in maintaining consistency across the organisation. Some key reasons include: variations in experience and training, limited time and capacity, autonomy across locations. In decentralised networks, local groups often operate with significant independence. While this encourages local relevance, it can also result in inconsistent interpretations or applications of standards, hesitation to apply mandatory training for unpaid staff and informal culture.

## **Recommended solutions**

Volunteers would benefit from more robust communication processes in order to better understand:

1. What standard of behaviour and what procedures should be standardised.
2. What local adaptations are acceptable and why.
3. How reflections, suggestions or questions should be communicated to support the learning and development of all stakeholders including:
  - The quality, safety, accessibility and development of programmes.
  - The management of challenging or anomalous situations.
  - The improvement of community engagement.
  - The standard and maintenance of a healthy inclusive culture.

Reduced reliance on jargon and assumed knowledge is also recommended.

## **External**

### **Barrier**

While there is a general perception that Woodcraft Folk aims to be welcoming and inclusive, its external communications may not fully reflect this intention. The organisation's messaging and materials come across as somewhat formal and corporate, potentially creating a barrier to engagement. Woodcraft Folk appears to struggle to effectively connect with those from global majority communities, diverse ethnicities, those living with physical disabilities and those from working class backgrounds.

### **Cause**

Woodcraft Folk's communications may lack inclusivity due to limited input from diverse communities, a potential over-reliance on formal or corporate branding, and unclear messaging about its purpose and values. These factors can make the organisation appear less approachable or relevant to the communities it aims to engage.

## **Recommended solutions**

1. Clearly articulate the organisation's purpose and how it operates.
2. Introduced diverse perspectives and decision making in external communication.
3. Re-define traditional approach to use of language for external communications. For example, use a more relaxed and conversational tone in the website by shifting from third-person to second-person for a more conversational tone.
4. Foster a sense of belonging for people living with physical disabilities, from diverse racial, ethnic, faith backgrounds and working class backgrounds by clearly stating how Woodcraft Folk considers their needs. Example, 'Halal food available' or 'concessions prices available' or 'wheelchair accessible'.
5. Centralise potential volunteers by outlining how joining Woodcraft Folk can also benefit them. For example, skill development, an increased sense of pride, opportunities for cultural learning. Are references available? Is there any other additional skill support?
6. Explicitly state the benefits woodcraft Folk bring to young people and wider communities.
7. Update the "What We Expect" section of the website to include more collaborative language, for example "Together we will..."
8. Make webpage layouts more user-friendly and accessible.
9. Launch a long-term social media campaign documenting Woodcraft Folk's EDI journey.

## **5.5 Safer reporting systems**

### **Barrier**

Woodcraft Folk seems to face low confidence in its reporting systems for discrimination, with concerns often staying at the local level and going unresolved.

### **Cause**

A combination of unclear escalation processes, limited training, a somewhat historically informal culture, a lack of diversity in leadership or decision making, may be some of the causes. A fear of repercussions (such as a perception of becoming unwelcomed) and inconsistent follow-up could further weaken trust in the reporting systems.

### **Recommended solutions**

1. Establish clear reporting processes - Create well-defined, step-by-step processes for reporting issues, including what happens after a concern is raised.
2. Central oversight - Introduce a central team or designated role responsible for reviewing and monitoring all reported concerns across the organisation.
3. Confidential and accessible reporting channels - Offer anonymous, user-friendly tools (e.g. online forms) to encourage reporting, especially for sensitive issues.
4. Mandatory training on reporting procedures - Ensure all volunteers and staff understand how to report issues and what support is available.
5. Develop a culture of psychological safety - Encourage open dialogue, reassure volunteers that concerns will be taken seriously, and protect against retaliation.
6. Regular communication on follow-up actions - Transparently share (where appropriate) how concerns are handled, including timelines and outcomes.
7. Feedback Mechanisms - Build regular opportunities for volunteers to reflect on their experience and raise concerns proactively.
8. Accountability Metrics - Track and report on the number and type of reports received, actions taken, and trends to improve future responses.
9. Inclusive Leadership Training - Equip leadership with skills to handle discrimination complaints sensitively and effectively, especially at local levels.
10. Annual Review of Reporting Practices - Regularly evaluate the effectiveness and accessibility of reporting systems through an EDI lens.

## **5.6 Improved data collection around disability**

### **Barrier**

The existing data collected by Woodcraft Folk could more clearly distinguish between different types of disability (including physical, sensory, neurodivergent, and invisible disabilities). Currently the data fails to offer a clear picture and therefore meaningful insight into the accessibility and inclusivity is somewhat lost, hindering informed decision-making and the development of targeted support strategies.

### **Causes**

Overly simplified categories on surveys seems to be the cause of this issue, perhaps from an oversight which could have been avoided if diverse input was sought - particularly, from someone with lived experience of physical disability.

### **Recommended solutions**

1. Expand data categories beyond binary choices to reflect the diversity of disabilities and allow space for respondents to self-describe their disability or access needs in their own words.
2. Co-design and involve individuals with lived experience in shaping questions and response formats to ensure relevance and accuracy, additionally working with EDI experts specialists to design data collection methods that are inclusive, respectful, and aligned with best practices.
3. Regularly review and update data tools to ensure surveys and forms evolve with current understanding of disability and language preferences.
4. Train staff on inclusive data collection. Equip the team with knowledge of best practice.
5. Clearly communicate why data is being collected to help build trust and allow survey participants to answer according to the need.
6. Ensure accessibility of data collection. Make sure forms are usable by screen readers, keyboard navigable, available in multiple formats (digital, large print, remote - if data collection is in person etc.)

## **5.7 Improved Accessibility**

### **Barrier**

Programmes and group practices at Woodcraft Folk may lack consistently communicating accessibility for people with physical disabilities as well as intercultural awareness around race, ethnicity, or adaptations for faith. Additionally, cultural assumptions and financial barriers can make participation inaccessible for people from working-class backgrounds.

## **Causes**

Programmes may unintentionally reflect dominant norms such as white, middle-class, or secular perspectives due to minimal input from those with lived experience of disability, racial diversity, or economic disadvantage. Financial barriers, such as participation costs, further restrict access for working-class individuals. Additionally, planning may not sufficiently take into account local cultural variations.

## **Recommended solutions**

1. Co-design programmes with diverse communities. Involve disabled people, racially and ethnically diverse individuals, and working-class communities in the planning and evaluation of programmes to ensure relevance and accessibility.
2. Review and adapt programme content to integrate intercultural awareness (e.g. dietary needs, faith-based considerations) and ensure materials reflect a range of cultural identities and lived experiences.
3. Implement tiered or subsidised cost models. Introduce sliding scales or financial assistance to reduce cost-related barriers and improve access for people from lower-income backgrounds.
4. Ensure physical and sensory accessibility by auditing and adapting venues, materials, and activities.
5. Offer volunteers recurrent training on disability inclusion, intercultural competence, and class sensitivity to help volunteers design and deliver more equitable experiences.
6. Improve communication about accessibility by clearly communicating accessibility features, support options, and inclusive practices on websites, promotional materials, and sign-up forms.

## **Closing thoughts**

With its rich legacy of cooperation and social justice, Woodcraft Folk is well positioned to grow into an even more inclusive and representative movement. By continuing to embrace change with openness, listening deeply to diverse voices, and acting with intention and care, the

organisation can create a space where every volunteer regardless of race/ethnicity, socio-economic background or physical disability, truly feels they belong.

## Appendix 1 - Woodcraft Folk Policy Review, Part 1

| Policy                                        | Observations                                                                                                                                                                                                                                                                                                                                                           | Recommendations                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Critical Incident Plan</b>                 | <ol style="list-style-type: none"> <li>1. Discrimination is not specified as a potential critical incident.</li> <li>2. There is no statement template for responding to discrimination.</li> <li>3. There is no specialist advisor listed who could support the Crisis Communication team with incidents of discrimination.</li> </ol>                                | <ol style="list-style-type: none"> <li>1. List discrimination as a potential critical incident</li> <li>2. Insert statement template for responding to discrimination.</li> <li>3. Select and include a specialist advisor who could support the Crisis communication team with incidents of discrimination.</li> </ol>                                                       |
| <b>Ethical Sourcing Policy</b>                | <ol style="list-style-type: none"> <li>1. There is no mention of environmental racism or displacement or destruction of native communities.</li> </ol>                                                                                                                                                                                                                 | <ol style="list-style-type: none"> <li>1. Decide whether Woodcraft Folk is willing to not accept sponsorship and funds from business or organisations who's actions result in blatant environmental racism and forced displacement or destruction of native communities and their environments. Include this commitment to the Business Behaviour section</li> </ol>          |
| <b>Whistleblowing Policy</b>                  | <ol style="list-style-type: none"> <li>1. Policy does not explicitly state discrimination as a potential concern in public interest.</li> <li>2. In 'Anonymous Allegations', it is not specified who the 'investigating panel' is formed and how they will be accountable for holding a safe space for the whistleblower while working through allegations.</li> </ol> | <ol style="list-style-type: none"> <li>1. The term 'Improper conduct or unethical behaviour' could be opened up to explicitly state discrimination. Or discrimination can be added as a new bullet point.</li> <li>2. Specify how the investigating panel is formed and by what measures will they be accountable for holding a safe space for the whistle-blower.</li> </ol> |
| <b>Supporting Vulnerable Persons Policy</b>   | NONE                                                                                                                                                                                                                                                                                                                                                                   | NONE                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Complaints - Disciplinary Panel Member</b> | NONE                                                                                                                                                                                                                                                                                                                                                                   | NONE                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Serious Incident Reporting</b>             | Table lifted from Charity Commission                                                                                                                                                                                                                                                                                                                                   | Explicit statement of how discrimination, prejudice and microaggressions are responded to                                                                                                                                                                                                                                                                                     |

|                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Disciplinary Procedure</b>                                     | NONE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | NONE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Wellbeing Policy</b>                                           | 1. No standard of recognising people's differences and cultivating a safe culturally competent environment to minimise risk and promote wellbeing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1. This standard be included in the Relationship section of the policy. Accompanying commitments would be an inclusion policy and a space for inclusion led by SLT.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Health, Safety and Wellbeing</b>                               | NONE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | NONE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Volunteer Policy</b>                                           | 1. Not all protected characteristics are listed in Volunteer Expectations.<br>2. Diversity commitment is not as informed as it could be.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1. List all protected characteristics.<br>2. A commitment to 'Equity, Diversity and Inclusion' would be more robust. Inclusion is critical in cultivating diverse environments that are also safe. Woodcraft Folk can seek additional learning for a greater understanding of diversity in practice.                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Working together - dealing with difficulties in your group</b> | 1. Inclusion may be alluded to but not explicitly stated.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1. In Building Firm Foundations, in addition to the recommendation 'Explore individuals motivations' a point could be added regarding how each other's identity and culture could impact views and approach. The final word in the section, 'ownership' can be changed to 'inclusion'.                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Staff Recruitment and Selection</b>                            | 1. There is no indication that Woodcraft Folk wish to have a diverse and inclusive staff.<br>2. The term 'Suitable candidates' is noted throughout.<br>3. While the policy does mention avoiding indirect discrimination by creating restrictive person specifications, it does not actively encourage job descriptions/person specs to be designed in a way that actively encourages a diverse range of candidates.<br>4. It is stated that the interview panel must be diverse. It is not stated how the panel and chair are competent to inclusive hiring/interviewing practices including interview questions.<br>5. Generally the policy does | 1. Update the Purpose section of the policy to reflect Woodcraft Folk's intentions to support a diverse and inclusive staff. Terms such as '[Woodcraft Folk is committed to ensuring that recruitment and selection of employees is conducted in a manner that is systematic, efficient, effective and promotes] equality of opportunity for all.' Can be updated to 'equitable and inclusive', for example.<br>2. Term is vague and potentially exclusionary. Specify what makes a candidate suitable. Describe how the selection process is non biased.<br>3. Woodcraft Folk may seek additional learning on inclusive recruitment processes to become more proactive in engaging a diverse range of potential candidates. |

|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                         | <p>not outline how any of the decision makers are accountable to inclusive processes.</p> <p>6. Parts of the six point interview checklist restrict conversations around expectations of a potential candidate in terms of inclusion. Woodcraft Folk will not know if they are hiring a person who values inclusivity, has the capacity to manage potential challenging situations in relation to discrimination and are willing to develop their knowledge and skills in this area.</p> | <p>4. /5. Woodcraft Folk may seek additional learning on inclusive recruitment processes in order to ensure staff are accountable to inclusive hiring processes. This competency would then be a standard for all included in the various stages of the recruitment and selection process. This standard and accountability would be reflected in the policy.</p> <p>6. Woodcraft Folk consider risk that arises due to the limiting nature of some of the 6 part checklist. Woodcraft Folk can seek further advice on how to become confident and competent in having communication with potential (and existing) team members that will act as diligence, promoting the safer, culturally competent organisation.</p> |
| <b>Inclusion Policy</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

## Appendix 2 - Anonymised Volunteer Experience Responses

### [Anonymised Volunteer Experience Responses](#)

## Appendix 3 - Action taken during and in response to the research

Woodcraft Folk's Equality, Diversity and Inclusion working group has responded to research findings and responses during 2024. In particular, Woodcraft Folk's policies and procedures have been reviewed and updated following feedback. For example:

| Document                            | When      | Summary of change                                                                                                                                  |
|-------------------------------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| <a href="#">Volunteering Policy</a> | June 2024 | On the recommendation of 7PK and the EDI working group, the statement on commitment to equity, diversity & inclusion has been revised and expanded |

|                                                               |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------------------------|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                               |                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <a href="#">Workplace Wellbeing Policy</a>                    | June 2024                 | On the recommendation of 7PK and the EDI working group, the need for a safe, culturally competent working environment, and the commitment to develop and implement a new Inclusion Policy, have been added to the 'Relationships' standard                                                                                                                                                                                                                                                             |
| <a href="#">Whistleblowing Policy</a>                         | June 2024                 | On the recommendation of 7PK and the EDI working group, added reference to discrimination as a potential concern that may be raised by a whistleblower                                                                                                                                                                                                                                                                                                                                                 |
| <a href="#">Ethical Policy</a>                                | June 2024 & November 2024 | <p>On the recommendation of 7PK and the EDI working group, added references to destruction &amp; displacement of native communities, and environmental racism, as reasons not to trade with, invest in or accept sponsorship from businesses</p> <p>It was further reviewed in November to include Real Living Wage and Real Hours Contract.</p>                                                                                                                                                       |
| <a href="#">Complaints Policy</a>                             | June 2024                 | No change                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <a href="#">Supporting Vulnerable Persons (Donors) Policy</a> | June 2024                 | In addition to renaming the policy in line with the Board's decision, it has been noted that the revised policy would not have addressed the issue which prompted the recent concern, as the £5k threshold for applying the policy principles is higher than the vast majority of donations Woodcraft Folk receives from (living) donors. The threshold has been reduced to £500 and a statement has been included to the effect that the general principles will be applied to donations at any value |

|                                                                                    |               |                                                                                                                                                                  |
|------------------------------------------------------------------------------------|---------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <a href="#"><u>Drug, Alcohol, Tobacco &amp; Intoxicating Substances Policy</u></a> | June 2024     | Updated to include references to e-cigarettes and vaping                                                                                                         |
| <a href="#"><u>Disciplinary Procedure</u></a>                                      | June 2024     | No change                                                                                                                                                        |
| <a href="#"><u>Staff Recruitment &amp; Selection Procedure</u></a>                 | June 2024     | Strengthened the organisation's commitment to equity in recruitment throughout the document; added commitment to inclusive recruitment practices                 |
| <a href="#"><u>Safeguarding Policy</u></a>                                         | November 2024 | No significant change                                                                                                                                            |
| <a href="#"><u>Screening &amp; Vetting Procedures</u></a>                          | November 2024 | Combining two previous document - Screening procedures and Volunteer Recruitment<br>Clarifying processes and expectations                                        |
| <a href="#"><u>Recruitment of Ex-Offenders Policy</u></a>                          | November 2024 | No change, commitment remains to support volunteers and staff where their criminal history does not pose a direct risk to children, young people and their peers |
| <a href="#"><u>Anti-Bullying &amp; Harassment Policy</u></a>                       | February 2025 | A new policy focused on staff and volunteers, building on previous guidance around Bullying between children and young people                                    |
| <a href="#"><u>Health, Safety &amp; Wellbeing Policy</u></a>                       | February 2025 | To clarify expectations, including improving access to training                                                                                                  |
| <a href="#"><u>Staff Leave Policy &amp; Procedures</u></a>                         | February 2025 | Clarifying entitlement to Disability and other types of leave to support those with caring and other responsibilities                                            |

|                                                            |               |                                                           |
|------------------------------------------------------------|---------------|-----------------------------------------------------------|
|                                                            |               |                                                           |
| <a href="#">Equality, Diversity &amp; Inclusion Policy</a> | February 2025 | Building on the existing Staff Equal Opportunities Policy |

Woodcraft Folk's Trustee Board have also introduced an [Equity Impact Assessment](#) form (October 2024).

Woodcraft Folk's new strategic plan has 4 priorities, which include:

1. Increase the number of children and young people, particularly underrepresented children and young people, participating in Woodcraft Folk's values led educational activities
2. Increase the number and diversity of volunteers by reducing the barriers to participation and improving support

The strategy goes on to make a number of commitments to take action to improve inclusion and diversity, for example:

- Active recruitment campaigns targeting underrepresented groups (both young members and volunteers)
- Continue to test new approaches to engaging children and young people in Woodcraft Folk activities
- Take steps to remove the financial barriers experienced by some volunteers
- Develop partnerships with trusted organisations, enabling Woodcraft Folk to take its values led programme to where young people are
- Further develop the remote young members offer
- Support the delivery of diversity & inclusion training for volunteers, staff and activity instructors
- Develop programme activities and projects focused on our aims and principles
- Facilitate a quality training and induction programme using a variety of training methods and approaches

Since April 2024, Woodcraft Folk has been testing new approaches to membership including:

- Removing the requirement for adult volunteers to become a member of the organisation
- Testing new sign up processes to reduce complexity and support greater compliance across the movement
- Remote membership for children, young people and families

And finally, the communications team have introduced a new targeted comms approach - sending regular emails to all volunteers highlighting opportunities to engage, participate in training and celebrating news from across the organisation. There are separate email newsletters to key office holders, donors and young members.

## Appendix 4 - Internal survey, EDI monitoring VCamp, 2023

### EDI monitoring VCamp 2023

#### Headlines

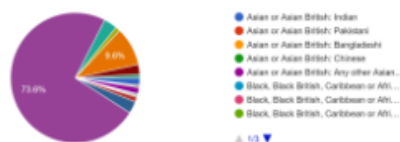
We received 334 responses to the census, 51% from participants aged 13-15 years.  
Of those:

- 45.3% described their gender as female
- 39.5% described their gender as male
- 7.2% described their gender as non-binary
- 12.3% described their gender being different from the one assigned at birth
- 15.2% described themselves as having a disability
- 19.6% described themselves as having a health condition which impacted on their lives
- 29.1% described themselves as neuro-diverse
- 16.3% said that they were disadvantaged due to their mental health
- 3.6% of campers had experienced living in care
- 8.4% described themselves as living in a low income household

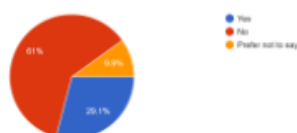
#### Observations

- Underrepresentation of people of colour at camp - 87.7% white including British (73.6%), Irish (3.3%), Gypsy/Traveller (1.2%) and other white (9.6%). 2021 Census data suggests 82% of people in England and Wales are white, and 18% belong to a black, Asian, mixed or other ethnic group.
- Greater ethnic and gender diversity amongst our participants when compared to the volunteer team
- Greater reluctance to respond to questions around gender and mental health
- Woodcraft Folk has much higher levels of engagement by neurodiverse individuals, both as participants and volunteers (neurodiversity estimated to be 1 in 7 in the workplace 2016 study)

What is your ethnicity?  
333 responses



Do you consider yourself to be neuro diverse?  
333 responses



## Participants

- 7.2% would describe themselves as non-binary with a further 4.3% wishing to self-define their gender
- 68.4% would describe themselves as white British, 11.5% white other, 3.8% Irish, 1.3% Gypsy or traveller, 1.3% Black or British Black, 5.1% Asian or British Asian, 7.7% mixed or multiple ethnic groups and 0.9% other
- 16.2% would describe themselves as having a health condition which impacts their health
- 13.4% would described themselves as having a disability
- 26.5% would describe themselves as neurodiverse
- 15.5% would describe themselves as experiencing disadvantage due to their mental health
- 9.8% would described themselves as having caring responsibilities
- 4.7% would describe themselves as having lived in care experience

## DFs aged 18-21

- 11% would describe themselves as non-binary with a further 7.4% wishing to self define their gender
- 81.5% would describe themselves as white British, 11.1% mixed or multiple ethnic groups with a further 7.4% as white other
- 22.2% would describe themselves as having a health condition which impacts their health
- 19.2% would described themselves as having a disability
- 40.7% would describe themselves as neurodiverse
- 23.1% would describe themselves as experiencing disadvantage due to their mental health

## Volunteers 21+

- 5.6% would describe themselves as non-binary
- 87.5% would describe themselves as white British, 2.8% Irish, 1.4% Gypsy or traveller, 1.4% as Asian or Asian British, 1.4% other ethnic group, 1.4% mixed British Caribbean with a further 4.2% as white other
- 29.2% would describe themselves as having a health condition which impacts their health
- 19.4% would described themselves as having a disability
- 33.3% would describe themselves as neurodiverse
- 16.7% would describe themselves as experiencing disadvantage due to their mental health

## **Appendix 5 - Suggestions for Updating Volunteer Recruitment Materials**

### **'Volunteer with us'**

#### **Recommendations**

- Language could take on a more relaxed tone – it's currently quite formal.
- 3rd person could be dropped in favour of 2nd person.
- Benefits to the potential volunteer could be summarised in bullet points. For example, list what skills may be developed, describe how people's internal worlds are improved or renewed – is there a sense of pride, belonging, cultural learning? How can the WcF experience be documented, are references offered for CVs or applications?
- Benefits to the community/young people could be summarised in bullet points. For example, who are the young people? How are they enriched? How do they feel? How do the programmes positively impact the wider community?
- 'What we Expect' section could take a more collaborative tone on this page – For example, 'together we will'.

### **'Volunteer Membership'**

#### **Recommendations**

New membership form could:

- Pop up after a click button
- Have some indication of average completion time
- Not appear on the page all at once
- Have single column question boxes
- Be more personable, 'tell us about yourself' rather than 'monitoring information'

### **New Vol Induction**

#### **Recommendations**

This page could be adjusted to feel more magnetic:

- Text could be broken up
- Title could be more compelling and personal, 'Get to know us!'

- Language could be more emotive to build a sense of anticipation – to make attendees feel they may have an enriching time.

## Thanks for signing up to volunteer with us!

### Thanks for signing up to be a volunteer

*Develop skills, improve wellbeing, try something different, explore new experiences, meet like-minded people and make an impact through value driven work - volunteering with Woodcraft Folk!*

Hi Leanne,,

We can't wait to work with you!

Thank you for registering an interest in volunteering with Woodcraft Folk. We wouldn't be here as one of the longest serving and most established youth movements in the world without our volunteers and we look forward to welcoming you to the team.

We are excited to be currently offering a range of volunteering roles from supporting at a local group to working on the ground at our centres - there is a role for everyone!

Following your application, we would like to invite you to attend an online webinar on Tuesday 23rd May at 6pm to learn more about volunteering with Woodcraft Folk. You can find the event details below. On the webinar, we will introduce new volunteers to life at Woodcraft Folk where you will learn about what we do, our aims & principles and the basics around volunteering. We'll also explore the different types of roles and opportunities available.



**Develop Skills**      **Meet new people**      **Have fun**

#### Come to our New Volunteer Induction Webinar!

Attend our online webinar on Tuesday 23rd May at 6pm to learn more about volunteering with Woodcraft Folk and the next steps to get you in your role!

No need to register before the event, just click on the button below on the day to access the link to join. The webinar will be hosted on Zoom and you don't need an account to attend.

[Click to access webinar](#)

If you can't make the webinar, don't worry, reply to this email or call us on 020 8126 9339 and we can make alternative arrangements. If you have any other questions, contact us via this email or by the number listed above. If you are under 18 years, we ask that a parent/guardian is on the webinar with you.

Once you've attended the webinar, we'll discuss with you the next steps and then put you in contact with the team that's right for you to get you started on your volunteering journey.

We look forward to seeing you soon,

Lauren Penny  
Communications Manager

Woodcraft Folk is committed to providing a safe and positive environment to enable children and young people to...

## Recommendations

Suggestions by paragraph:

- 1. Centre the virtue of the volunteer over WcF
- 2. Inspire. Something to the effect of, 'who might you become at WcF? A group leader, and camp facilitator? The options are many and the journey is colourful' etc....
- 3. \*see section 3

## Volunteering next steps



## Volunteering next steps

Dear Leanne

Thanks for attending Woodcraft Folk's recent New Volunteer Induction Webinar. We hope you enjoyed learning more about the charity and the impactful work that we do and the range of volunteering opportunities we have on offer. You can watch a recording of the webinar [here](#).

A staff member of our Membership Team will be in touch shortly to get you registered on our database Groop. They'll also be requesting two references and will confirm with you which area (or areas!) of our youth organisation you would like to volunteer in. If you are still unsure, we can arrange for you to talk to someone who can provide further info on the roles available. Depending on the role you are interested in, you may need a DBS check and our Membership Team will be on hand to support with this.

Once registered on our system, your details will be passed onto staff in the relevant department/s you would like to work in who will start your induction and welcome you to the team!

If you have any questions in the meantime, please reply to this email, or call Leanne on 020 8126 9339.

Thank you for signing up to volunteer with Woodcraft Folk.

We look forward to working with you soon,

**Lauren Penny**  
Communications Manager

## Recommendations

This email could be adapted to match the suggested change in tone of the preceding materials.