

Equity Action Plan 2026-27

Group and District Contacts



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

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

What can you do?

- ☐ **Appoint a Volunteer Co-ordinator** to support recruitment, induction and onboarding of new volunteers.
- ☐ **Be visible.** Attend community events, engage and join wider community celebrations.
- ☐ Proactively seek out **local partnerships** to support Woodcraft Folk's increasing and widening participation agenda
- ☐ **Engage in training** and encourage other volunteers to do the same
- ☐ Work with the Treasurer and wider District to **reduce financial barriers** to participation, possibly introducing tiered payment models and fundraising to subsidise volunteer costs and costs for those on low incomes.
- ☐ **Consult with people** of faith to support inclusion, such as a review of camp menus, timings of meetings and so on.

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

Example

- Working with the local **Volunteer Bureaux** in Bromley, Cudham Environmental Activities Centre has successfully attracted a greater diversity of volunteers through corporate volunteering days. This has required a flexible approach to volunteers, rather than expecting a weekly commitment.
- Working with a **local refugee hostel**, Southwark District developed opportunities for both volunteers and refugee children to participate in group activities - supporting inclusion and a sense of belonging.

Below is a list of possible partner links to consider, host a discussion at your next District meeting to identify possible connections in your community:

- Black and Asian mental health or wellness projects
- African and Caribbean Society (ACS), South Asian Society, and similar student groups
- Refugee Action, Migrant Help, or local City of Sanctuary networks
- Community organisations serving Somali, Kurdish, Sudanese, Eritrean, or Afghan families (common in many UK cities)
- Places of worship, such as Mosques, Mandirs, Gurdwaras, Churches (especially Black Majority Churches), Synagogues

How to engage: Offer to co-host events, deliver a joint children's activity, or do a talk on co-operation, nature play or volunteering. Focus on shared values like youth empowerment, peace and community.

Sources of support

- [The people you need - Woodcraft Folk](#)
- [Volunteering Policy - Woodcraft Folk](#)
- [Woodcraft Folk Volunteer Toolkit by Woodcraft Folk - Issuu](#)
- [National Guide to Volunteer Roles in Woodcraft Folk.pdf - Google Drive](#)
- [1779-NYA-EEDIB-Standards-p3-DIGITAL.pdf](#)
- [Barriers to involvement - Shaping Our Lives](#)
- [Barriers and enablers to volunteering - Time Well Spent 2023: Volunteering among the global majority | News index | NCVO](#)

Why now?

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

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

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