

Equity Action Plan 2026-27

Staff: Membership team



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

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

What - short-term:

- ☐ Utilise **diverse images** in communications and adopt language that engages underrepresented groups
- ☐ Openly **promote Woodcraft Folk's aims**, principles and values
- ☐ Celebrate and share stories: Showcasing diverse volunteer experiences helps shift culture and attract more people.
- ☐ Share outreach good practice & case studies, such as that produced by the Youth Social Action project
- ☐ Facilitate and promote training and development opportunities
- ☐ Review and republish recruitment & induction guidance
- ☐ Continue **membership pilots**, access funds and growth in individual giving to reduce the financial demands placed on volunteers
- ☐ Seek external **funding** to reduce financial barriers
- ☐ Produce programme activities on a wide range social, political and cultural topics

What - longer-term:

- ☐ Collect and disseminate inclusion practice examples from across the movement and partner organisations
- ☐ Support the development of video/awareness raising and training materials around inclusion and diversity issues
- ☐ Proactively share and celebrate EDI learning and good practice via newsletters, social media and the website
- ☐ Produce recruitment material targeting underrepresented groups
- ☐ Introduce demographic monitoring of complaints, concerns to better understand inclusion
- ☐ Provide training, toolkits and how to guides for volunteers to deliver programme activities on a wide range of social, political and cultural topics

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

Sources of support

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

Why now?

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

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

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