

Equity Action Plan 2026-27



Treasurers

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

- ☐ **Financial Assistance:** Offering support for travel and other expenses can make volunteering more accessible to those from lower-income backgrounds.
- ☐ **Simplify expense claims:** Make sure there's a clear and easy process for volunteers to claim expenses (like travel or materials).
- ☐ **Budget for Inclusion:** Plan to provide subsidies, equipment and to pay volunteer expenses

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

Example

- Tiered pricing: Some groups are piloting tiered pricing models, encouraging individuals and families to pay what they can afford. This approach enhances our co-operative values, with everyone making a contribution and those with more demonstrating solidarity to those who face financial insecurities.
- Fundraising through bag packs, carol singing and busking to raise group funds to meet the costs of Woodcraft Folk activities - taking collective responsibility.
- Meeting the costs of volunteer membership through group night subscriptions and other local fundraising.

Sources of support

- [Expenses Procedures 2022-2027](#)
- [Finance & Group Admin - Woodcraft Folk](#)
- [Treasurer's Handbook - Woodcraft Folk](#)
- [Gift Aid guidance for District Treasurers - Woodcraft Folk](#)

- [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