

Equity Action Plan 2026-27

Trustees



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.

As an organisation committed to using the Charity Governance Code, Woodcraft Folk has committed to the following outcomes:

- The principles of equality, diversity and inclusion are embedded in the organisation and help to deliver the charity's public benefit.
- Obstacles to participation are reduced, with the organisation's work designed and open for everyone included within its charitable purposes. This supports the charity to challenge inequality and achieve improved equality of outcomes.
- The board is more effective because it reflects different perspectives, experiences and skills, including, where applicable, from current and future beneficiaries.

What - short-term:

- ☐ Proactively discuss inclusion issues, celebrating good practice
- ☐ Complete **Equity Impact Assessment** when making decisions
- ☐ Continue membership pilots, access funds and growth in individual giving to reduce the financial demands placed on volunteers
- ☐ Dedicate resources to fundraising
- ☐ Support local groups & Districts to make solidarity contributions to new groups and those Districts with less income
- ☐ Include a commitment to recruitment & outreach through organisational priorities: staffing, budget, activities, policies & procedures
- ☐ Externally advertise Trustee vacancies, using a role description and person specification
- ☐ Continue to prioritise staff time to support new volunteer inductions and regular training
- ☐ Review Complaints Policy, Disciplinary & Grievance Procedures
- ☐ Communicate expectations and support in all policies and procedures

Sources of support

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

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

What - longer-term:

- ☐ Develop a **clear organisational approach** to equality, diversity and inclusion in line with the charity's aims, strategy, culture and values. This is supported by appropriate plans, policies, milestones, targets and timelines.
- ☐ **Review Volunteering Policy** and recruitment procedures to remove barriers and to reflect best practice
- ☐ **Consult** with people of faith to support inclusion, such as a review of camp menus, timings of meetings and so on
- ☐ Partnership and **relationship building** to support both national and local engagement
- ☐ Celebrate **impactful partnerships** where they exist locally and regionally
- ☐ Introduce a complaints & feedback form on the website to make it easier for people to share their experiences
- ☐ Introduce a **monitoring system** to review demographics of those involved in complaints, grievances and disciplinary (complainant, those subject to complaints, panel members)
- ☐ Ensure that there are appropriate arrangements and resources in place to monitor and achieve the organisation's equality, diversity and inclusion plans and targets, including those relating to the board.
- ☐ The board periodically **takes part in learning** and/or reflection about equality, diversity and inclusion and understands its responsibilities in this area.

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