

Equity Action Plan 2026-27

Volunteer Co-ordinators



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

- ☐ **Advertise in diverse spaces**, not just via word-of-mouth or internal networks.
- ☐ Not everyone is ready to jump into group leadership. **Offer small, task-based** or behind-the-scenes roles too.
- ☐ Run a "welcome to volunteering" **information session** with simple language and offer low-barrier roles to start with.
- ☐ **Pair new volunteers** with experienced volunteers, who can provide guidance and foster a sense of belonging.
- ☐ **Offer help** rather than waiting for someone to ask. Check if someone needs support, even with small things like lifts, forms or knowing what to wear.

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

Examples

- Trustee buddies, new Trustees are given a buddy (an experienced Trustee) to support their induction and understanding of role and expectations.
- Induction and taster sessions, to support new individuals to understand how things work and how they can contribute - importantly to better understand how to get support and engage in group activities
- Monthly online induction sessions for new volunteers, provided by the Membership & Programmes team

Sources of support

- [Volunteering Policy - Woodcraft Folk](#)
- [W Volunteer Co-ordinator role description.doc](#)
- [The people you need - 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