

Why is this guide important?

Reaching and including people from diverse backgrounds and with different experiences can add real value to our work. By making Naturehood interesting and accessible to more people we can reach a broader audience, gaining new ideas, insight and more spaces where people are taking action for wildlife. All of which helps in our work to reverse the decline in UK wildlife.

The basics of equality, diversity and inclusion

Protected characteristics

In the UK the Equality Act sets out nine protected characteristics: Age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The law states that nobody should be treated less favourably than someone else because of a protected characteristic. In practice this means considering different kinds of access to a group or activity.

Access

Access is all about barriers. More accurately it's about figuring out what barriers there are, and how we can make adjustments to mitigate them. The adjustments should be reasonable and not go against the purpose of the event or group, or be prohibitively expensive. There are three different aspects of access to consider:

Physical barriers	What physical barriers are there to participation in a group or event?	You might consider: Choosing a venue with step-free access, avoiding the use of small fonts on flyers and in messages
Intellectual barriers	What barriers are there to broadly understand the information presented in a group or activity?	You might consider: Making information about an event available verbally and in writing, avoiding the use of slang that leaves people out of the conversation
Cultural barriers	Are the activities of a group or event sympathetic to the cultural constraints of their participants?	You might consider: Timing events so that they are accessible to people with different lifestyles, setting a group code of conduct for a social media group

Access (continued)

By being considerate of access in your group and at events, your activities can be more welcoming and encourage a wider range of people to get involved and contribute.

More information

Drawing up a table like the one above can be a great step in planning accessible events.

Access more guidance about inclusion from the [National Council of Voluntary Organisations](#) and [Community Works](#).

Typed out links

<https://knowhow.ncvo.org.uk/organisation/equity-diversity-and-inclusion/get-started-with-equity-diversity-and-inclusion>

<https://www.bhcommunityworks.org.uk/voluntary-sector/volunteering/good-practice-guide/planning/diversity-and-volunteering/>