



# Pathfinders Camp

## Inclusion

Charity: 1171466

### Introduction

Pathfinders Camp (Woodlarks) is committed to be a welcoming environment to all. Established in 1956 it caters mainly for women aged 18 and over, providing camping holidays based at Woodlarks Campsite Trust (Registered Charity number: 306148), which is a specialised facility that allows disabled & non-disabled people to take part in camping together. It should be noted that other camps held at Woodlarks Campsite Trust cater to other genders and age ranges.

This policy applies to all members of Pathfinders Camp (Woodlarks). It should be considered and read in conjunction with the Safeguarding and DBS Checking policies.

### Summary

All participants of Pathfinders Camp should feel safe, respected, and protected from any prejudice or discrimination. We recognise the “protected characteristics” outlined in the Equalities Act (2010). To this end, Pathfinders Camp does not discriminate based on age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### Gender

One of the unique qualities of Pathfinders Camp is providing a space where women feel comfortable camping together. Our procedures and activities are set up on this basis, although we accept a small number of individuals of other genders to support this aim. All participants should feel comfortable in their commitment to supporting and enabling a women-centred environment; for those whom this is not a good fit, we can advise alternative Woodlarks camps.

The ethos of Pathfinders Camp (Woodlarks) is that each volunteer helper is paired with a disabled camper, becoming partners for the week, sharing in camp chores and a full programme of activities. Each disabled camper is paired with a main helper for the week, but due to the nature of camp care may also be provided by other individuals.

Personal care is primarily provided by women; however, there are some exceptions to this and we cannot guarantee the choice of the disabled camper in all circumstances, particularly emergencies. Disabled campers are urged to discuss their needs with members of the crew.

The aim of this policy is to protect all participants of Pathfinders whether volunteer helpers, campers, or crew members.



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### **Gendered Spaces**

Pathfinders Camp welcomes LGBTQ+ participants. We recognise our transgender participants as the gender they have disclosed and endeavour to support them in gendered spaces. We also recognise that some of our non-binary or gender diverse participants may not feel comfortable in gendered spaces. We will support participants who are non-binary or gender fluid to make decisions relevant to their circumstances to ensure appropriate safeguarding, privacy and dignity is maintained for all participants. We have both gendered and non-gendered facilities available. Individuals should use the relevant hygiene facilities, ensuring privacy and dignity is preserved for all participants.

### **Queerphobia**

In keeping with our values, queerphobic behaviour or language will not be tolerated at camp. However, Pathfinders Camp has participants with a diverse range of abilities, including problems with learning and memory, and we recognise that we may need to support some participants who may unintentionally misgender, as well as support those who may be unintentionally misgendered. Any such situations will be monitored in conjunction with our safeguarding/anti-bullying policies.



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### Spent Convictions and Rehabilitation of Offenders

With reference to the Rehabilitation of Offenders Act 1974.

We actively promote equality of opportunity for all and welcome applications from a wide range of people and having a criminal record will not necessarily bar a candidate from working with us. We select all attendees based on their application form and information supplied by their referees. We also request an enhanced disclosure and barring service (DBS) certificate for all volunteer helpers, which includes the checking of barred lists for work with vulnerable adults and with children. This level of checking would alert us to any past convictions that would render a candidate unsuitable to be a volunteer at Pathfinders Camp.

### Speaking Up

In alignment with the Safeguarding Policy, we actively encourage participants to behave in a respectful and kind manner, respecting a person's right to privacy and dignity. However, if any participants witness individuals displaying inappropriate attitudes towards others or see someone encountering prejudice or discrimination either against themselves or another participant, they should feel able to speak up to a crew member about this. Posters will be displayed at each camp with photographs of individuals who are willing to listen and assist with any issues.

**Reviewer:** Jane Pyzniuk

**Reviewer:**

**Role:** Chair of Trustees

**Role:**

**Date:** 6<sup>th</sup> January 2023

**Date:**



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