



Y BARTNERIAETH AWYR AGORED

PROFIAD • MWYNHAU • LLWYDDO • GYDA'N GILYDD

THE OUTDOOR PARTNERSHIP

EXPERIENCE • ENJOY • ACHIEVE • TOGETHER

Equity, Diversity and Inclusion Strategy



Tracey Evans
Chief Executive Officer
July 2026

Our Background

The Outdoor Partnership is an award-winning charity with a vision of enhancing people's lives through outdoor activities. Each year, we inspire local people to engage in our programmes through participation, education, volunteering, and employment to improve health, social and economic well-being, breaking down barriers to make the outdoors accessible to all.

The Outdoor Partnership works to support people across all of Wales, Ayrshire in Scotland, Southeast and the Sperrin's regions in Northern Ireland, and Plymouth, Cumbria, North Yorkshire, Torbay and Coventry in England, to take up outdoor activities as a life-long pursuit.

The Outdoor Partnership's strategic approach envisages a 'generational change' where engagement with outdoor activities is the 'norm' and accepted feature of the regular lifestyles of the local population. As a result of its work to date the charity and its partners has achieved several key outcomes which has resulted in a Social Return on Investment of £8.42 for every £1 spent over the last year.



Our Vision

"Enhancing People's Lives through Outdoor Activities"

Our vision is to enhance people's physical and mental health and wellbeing, improve economic return, including local employment in the sector and increase the social value through participation in activities such as walking, cycling, climbing, canoeing, paddle-boarding, caving and many more adventurous sports.

Our approach is to focus predominantly on grassroots participation. However, we do work in close partnership with National Governing Bodies (NGB) to provide an effective development pathway for participants and to support the work of the NGBs.

Our Values

Supporting our vision, The Outdoor Partnership has developed a number of core values which are intrinsic in delivering the vision, as set out below:

- We respect the natural environment; protect it for the benefit of others; and encourage residents to benefit from what the outdoors offers.
- We encourage activity in the outdoors for social, physical and mental well-being.
- We value equity, diversity and inclusion through partnership working.
- We promote opportunities for everybody to fulfil their potential.
- We advocate the value that outdoor education contributes to personal development and social cohesion.
- We seek to achieve generational change in communities to grow through education, employment and lifelong participation.

Our EDI Vision

“Equitable access to outdoor activities for all”

Working with those who face the most significant barriers and are the least represented to access life-long participation in outdoor activities. Equity, diversity and inclusion are at the heart of everything we do at the Outdoor Partnership. We believe that everyone should be able to enjoy the benefits of being outdoors and feel safe and like they belong. We value each person as an individual. We will treat everyone with dignity and respect. Together with our unique lived experiences we will forge safe, equitable, diverse and inclusive workspaces and services where every voice is heard, respected and understood. We strive to develop a workforce and wider outdoor sector with the confidence, skills and knowledge required to embed equity, diversity and inclusion into every aspect of provision to create an inclusive environment where everyone feels welcome.



Our Strategy 2025 – 2035

In 2025, we undertook our first interim review of our 10-year rolling strategy. One of (several of) the Outdoor Partnership's priorities will be to continue to focus on Equity, Diversity & Inclusion by targeting people who are disadvantaged, discriminated against, living in poverty, and minoritised communities.

Our Strategy - The Outdoor Partnership



Our EDI Strategy

In August 2025 we developed our first EDI Strategy to support the charity to turn our overarching 10-year rolling strategy into reality and ensure EDI is embedded into every aspect of our work.

Where we are in 2026

Our EDI Policy

We continually review our EDI specific policy and other policies and procedures which help drive our charity's culture and behaviours and clearly sets out our commitment as an employer and to our service users.

EDI Trustee Champion

We have a nominated EDI Trustee Champion on our Board who is committed to supporting the CEO and the Management team to promote a workplace environment and culture that values and celebrates diversity in all its form with the Outdoor Partnership.

EDI Working Group

In 2023 we established an EDI working group with a clear Terms of Reference and consists of some of our staff team including our EDI lead, the CEO and our EDI Trustee Champion. The EDI Working Group report directly back to our formal staff team meeting every quarter.

EDI priorities in meetings

EDI is a standing item in our UK Shared Learning group meeting, our Board meetings and in our formal staff team meetings.

Training and support

We provided several EDI specific certified training courses and workshops covering a number of topics for our whole staff team, our trustees, our delivery/activity providers and our volunteer workforce.

Promotion

We continue to promote EDI awareness, both internally and externally via our social media platforms through recognising dedicated calendar dates, which have over 6 million reach/impressions.

Impact

A total of 10,301 children, young people and adults benefited from our EDI programme from April 2024 to the end of March 2025, with 50% reporting improvements in their mental wellbeing. The social value of the EDI programme over that period was £6 million.

Insport

Insport is a Disability Sport Wales project which aims to support the physical activity, sport, and leisure sectors delivering inclusively of disabled people. Our journey on the Insport accreditation pathway started in 2016 when we became the first third sector organization to achieve the Insport BRONZE award. We've continued that journey, obtained the SILVER award in 2022 and will be going through our GOLD assessment later this year.

We have supported and signposted many community-based clubs and groups to become more inclusive in their offering, over the last 10 years. In 2024, 70% of the clubs and groups we supported stated they were more inclusive.

Moving to Inclusion

We have recently adopted the Moving to inclusion framework, a UK wide framework which will provide us with guidance and support on developing inclusive practice through self-reflection and continuous improvement. It will enable us to embed equity, diversity, and inclusion (EDI) through incorporating action planning, implementation, and review into our everyday work. It will help our charity to drive meaningful changes in practice, tackling inequalities, leading to sustainable improvements in the representation, diversity, and positive inclusive experiences for leaders, the wider workforce, and participants we engage with.



'Investors in Carers' Award

We have been working in partnership with the Carers Trust Wales over the last three years developing and refining our young carers adventure programme. A total of just over 3000 opportunities has been provided for young unpaid carers from all walks of life to try all kinds of outdoor adventurous activities, like bushcraft, hill walking, caving, canoeing, mountain biking, surfing and rock climbing throughout Wales.

As part of the programme, we received training for our staff team, updated our policies and improved communications on social media to help specifically to target and support young carers. In doing so we achieved the Investors in Carers Bronze Award in 2025 and recently achieved the Silver Award in 2026, ensuring that we remain committed to inclusion of unpaid carers in all aspects of the organisation.

Cynnig Cymraeg

Having created a Welsh Language Scheme in 2013, we were keen to take this a step further and develop our Cynnig Cymraeg which will further strengthen our pride in our Welsh services. Mapping out and creating our own plan allows us to do this in a bespoke way that aligns with our values of equal treatment and status, alongside a long-standing ambition of The Outdoor Partnership to promote and increase participation of Welsh speakers in outdoor activities.



Research by The Outdoor Partnership has shown that the number of Welsh speakers employed by the outdoor sector in Wales is low. Hence the delivery of services in Welsh is under represented in the sector. Working towards the Cynnig Cymraeg, alongside various other programmes of work we engage in, such as Bant â Ni, supporting Welsh medium coaching and leading qualifications and various other sessions, will hopefully start addressing this issue, leading to an improving picture we can continue to work on.

Current Landscape across the UK

ECONOMIC DEPRIVATION

Across all home nations, people from the 20% most economically deprived groups are less engaged in sport and physical activity than those from the least economically deprived.

England

52% vs 73%

Most vs least economically deprived meeting activity requirements



Scotland

50% vs 73%

Most vs least economically deprived meeting activity requirements

Overall population meeting minimum physical activity requirements:
Wales: 35% | Northern Ireland 55%

GENDER EQUITY

Scotland Club Participation in 2025

71% Male | 29% Female

Activity participation (Men vs Women):

England: 66% vs 61% | Wales: 40% vs 32%

Scotland: 66% vs 58% | NI: 49% vs 41%



AGE

The data shows that as people get older, they become less physically active and less likely to meet the minimum physical activity requirements.

England 75+
43% meeting the
requirements vs 63.7% avg



Wales 75+
12% meeting the
requirements vs 35% avg



IMPAIRMENT & CHRONIC CONDITIONS

Every home nation has reported an under-representation of people with impairments and/or chronic health conditions accessing sport clubs or meeting their minimum physical activity requirements.

**% meeting activity requirements
(with condition vs without):**

ENG
48% vs 69%
with vs
without

WAL
21% vs 44%
with vs
without

NI
28% vs 56%
with vs
without

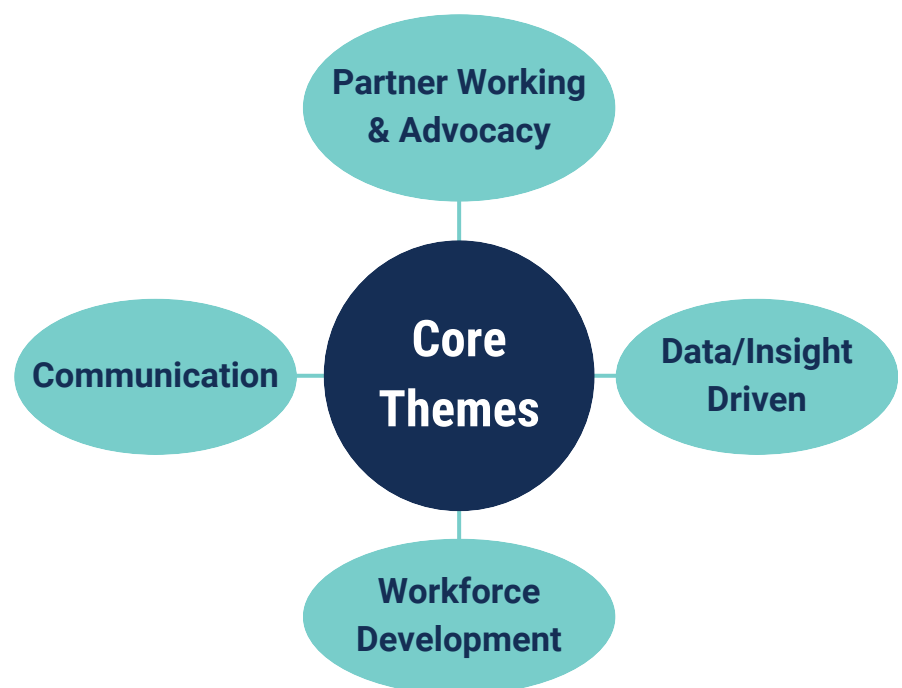
**In Scotland, only 5% of club members have a long-term condition,
even though 21% of the population live with one.**



How we are going to reach our vision

We will have a culture where inclusive ways of working are the norm. All colleagues and service users will have equally good experiences at The Outdoor Partnership.

We will continue to embed a culture where everyone is treated with dignity and respect, nurturing a sense of belonging and psychological safety. It is everyone's responsibility to ensure they contribute positively through their actions and behaviours to promote and maintain an inclusive culture. Differences are to be celebrated, and everyone has a responsibility to recognise how their own unconscious bias and privilege can affect their views. Challenging, educating and reporting inappropriate language and/or behaviours is a normal part of our culture, with two-way feedback at all levels. A variety of training options are available to increase knowledge and understanding and to promote a learning culture and behaviours change.



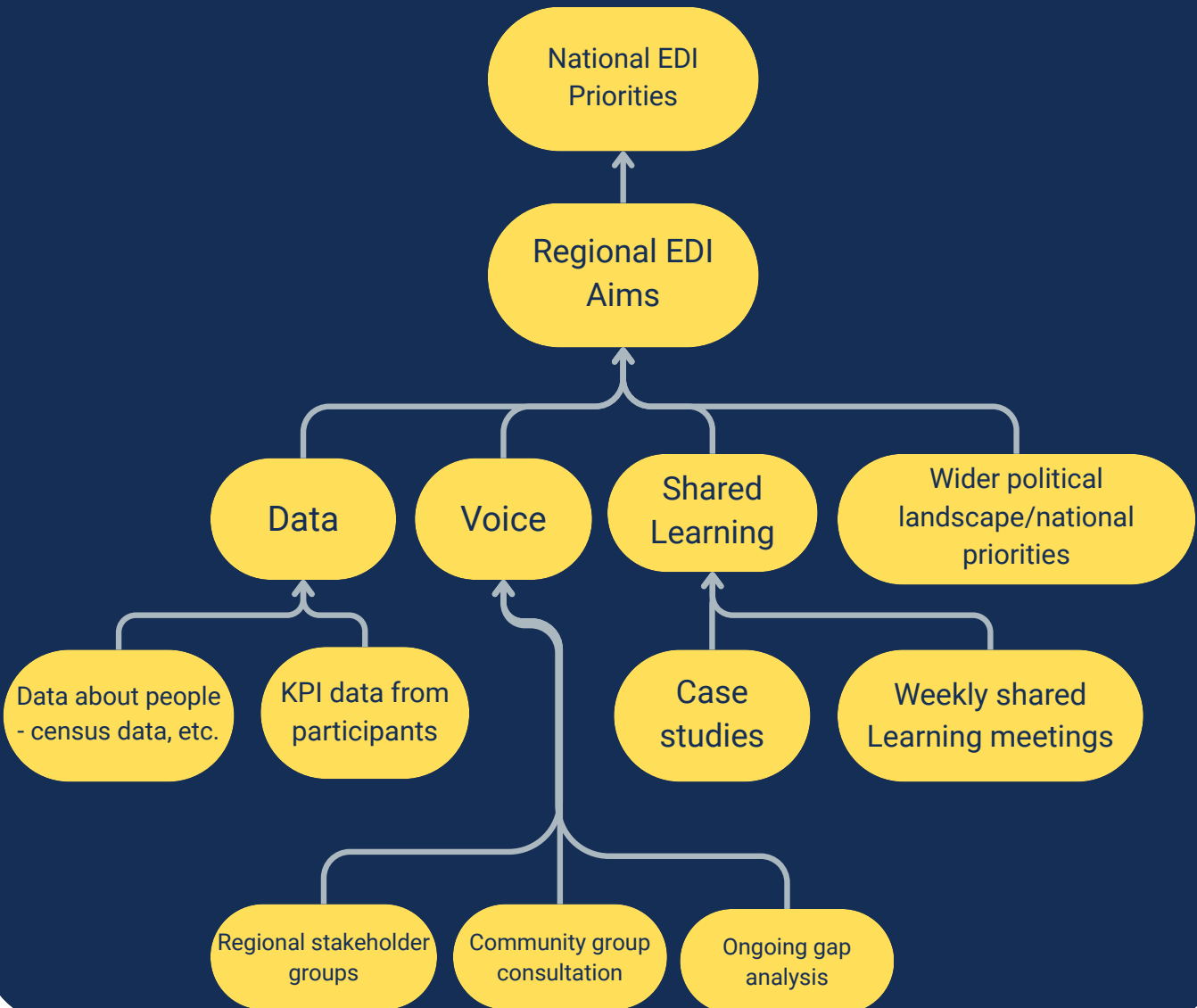
Core Theme 1: Partner Working

Partner working



Core Theme 2: Data/Insight Driven

Data/Insight driven



Core Theme 3: Workforce Development



Core Theme 4: Communication



Implementation - Operational Level

EDI Implementation - Operational Level



Performance Indicators/Evaluation

We will measure success through annual reviews of quantitative data - key performance indicators, affiliated club membership data, coach education data, social return on investment of all participants as well as workforce and board representation and diversity data, measured against our regional and overarching EDI priorities. We will also use qualitative data to measure outcomes through case studies, videos and regular stakeholder engagement.

We will use wider outdoor sector data from NGBs and national partners to measure success of our impact more widely in terms of wider sector workforce and volunteer diversity data. Our representation within national partner networks will also serve as indication of our wider reach and influence.

Outcomes and outputs will be reported regionally through our stakeholder group meetings on a biannual basis and organisation-wide via our AGM. The Outdoor Partnership's annual reports are available on our website - [Annual Reports - The Outdoor Partnership](#)

Appendix

Our overarching Strategic EDI priorities

1. Vulnerable children and adults
2. Mental health
3. Disability
4. Gender equity
5. Ethnic and cultural diversity

Our regional EDI priorities summarised

- LGBTQ+
- Poverty
- Refugees
- Welsh language
- Rural communities
- Traveller communities
- Older adults



WALES

These are our priorities in each region. For further information on targets for these groups please see Appendix.

North Wales

- Vulnerable adults & young people
- LGBTQ+ community
- Women and girls
- Older adults (65+)
- People from low socio-economic backgrounds
- Disabled & Neurodivergent People
- People from minoritised ethnic communities

West Wales

- People from minoritised ethnic communities
- Mental health
- LGBTQ+ community
- Older adults

Mid Wales

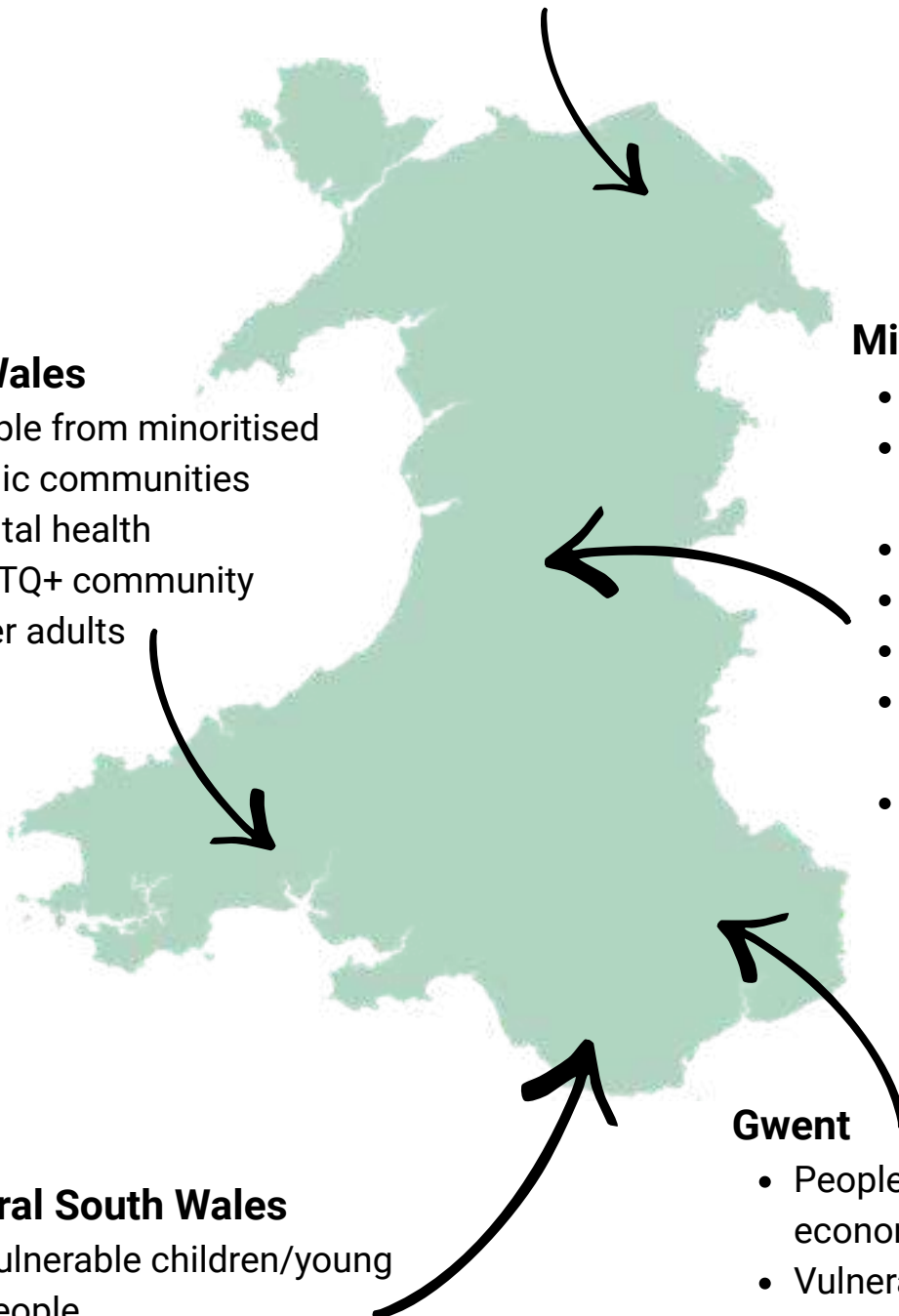
- Women and girls+ -
- People from minoritised ethnic communities
- Disabled people
- LGBTQ+ community
- Older adults
- Welsh speaking communities
- Mental health

Central South Wales

- Vulnerable children/young people
- Mental health
- Disabled people
- Women and girls
- People from minoritised ethnic communities

Gwent

- People from low socio-economic backgrounds
- Vulnerable adults
- Gender equality
- People from minoritised ethnic communities
- Gypsy/traveller community



ENGLAND

Coastal Cumbria

- People from low socio-economic backgrounds -
- Vulnerable adults
- Gender equality
- People from minoritised ethnic communities
- Disabled people

North Yorkshire

- People from low socio-economic backgrounds
- Inclusive provision support
- Community cohesion
- Club diversity

Coventry

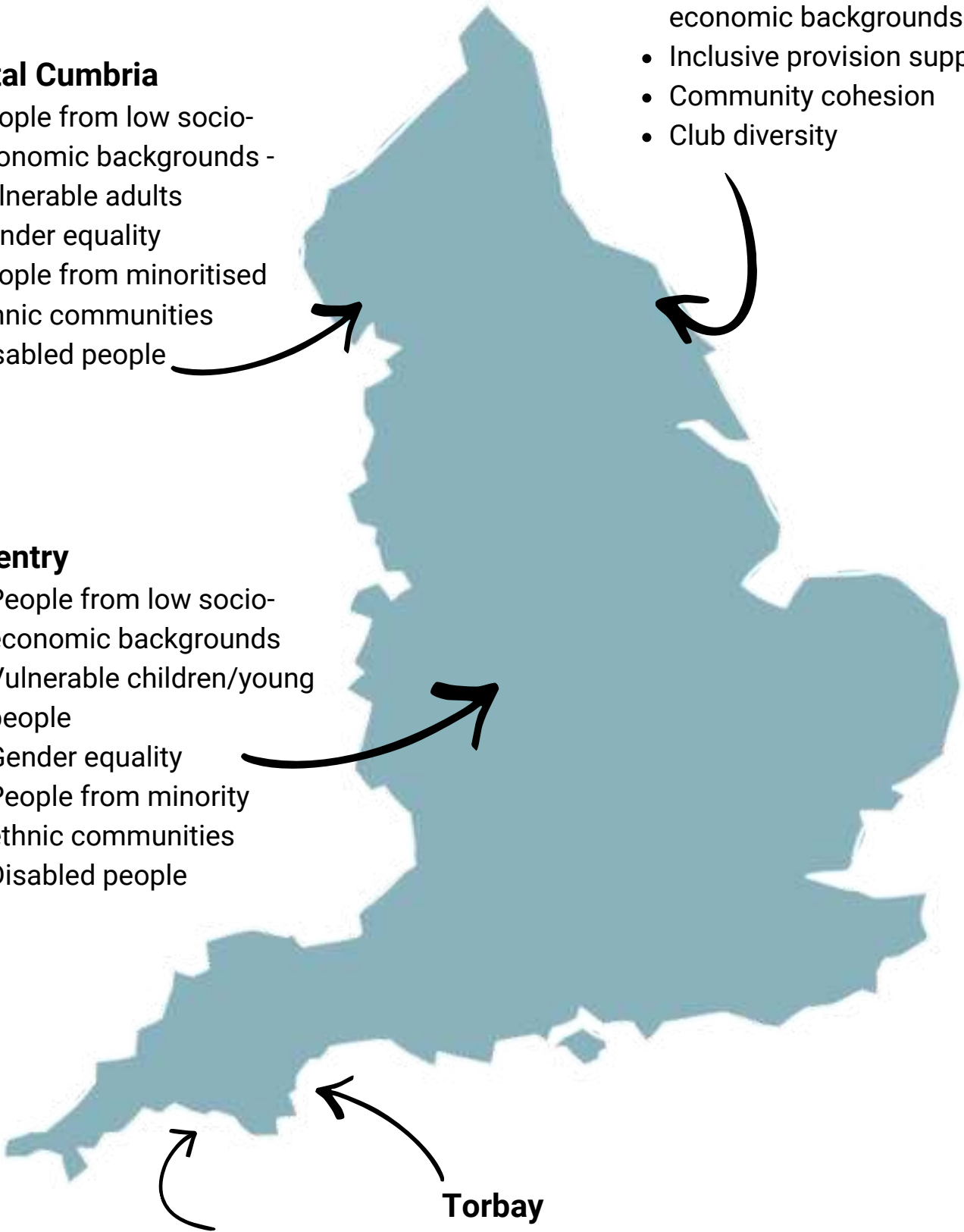
- People from low socio-economic backgrounds
- Vulnerable children/young people
- Gender equality
- People from minority ethnic communities
- Disabled people

Plymouth

- Vulnerable children and adults
- Refugee families
- Women

Torbay

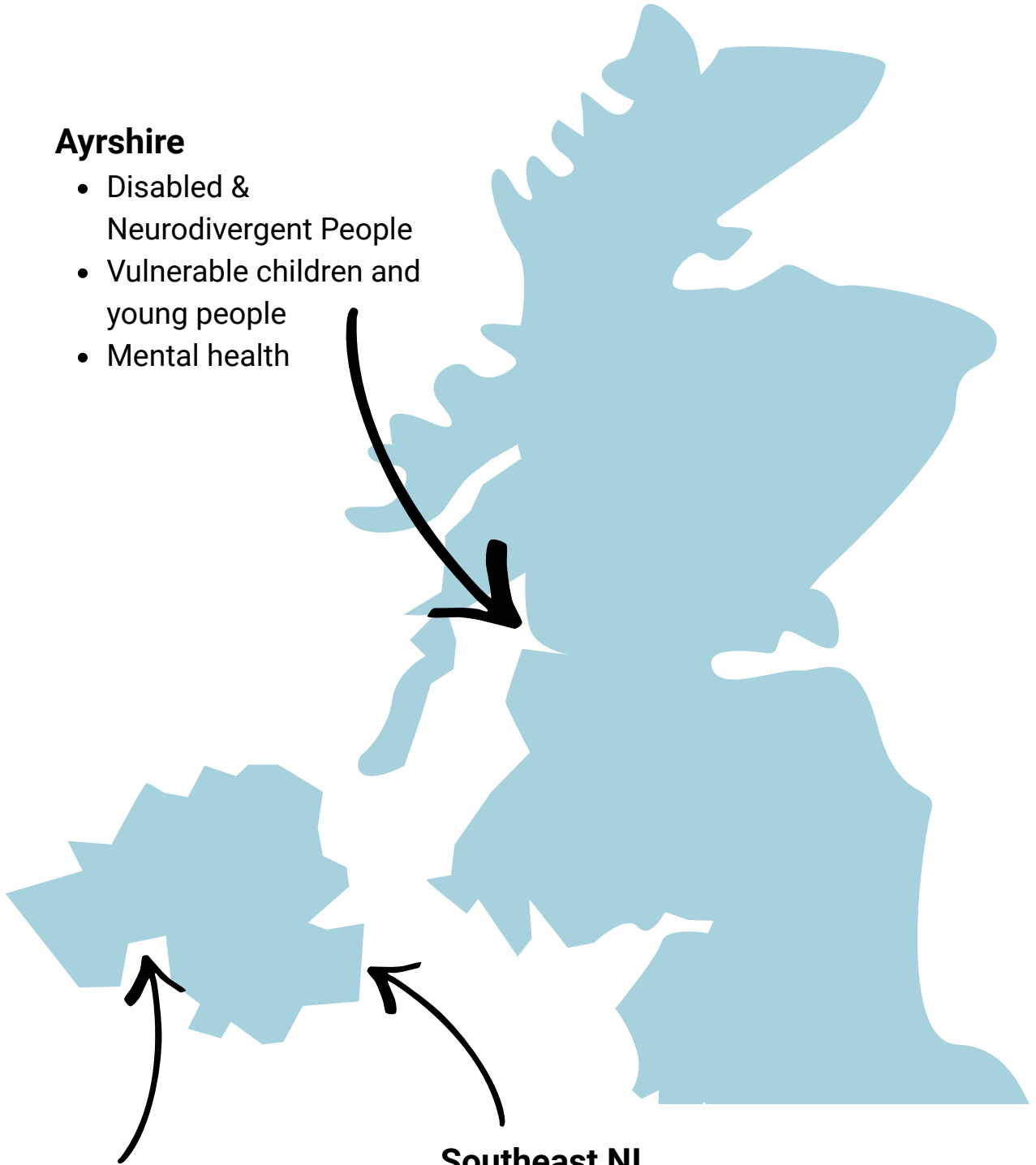
- People with lower incomes or experiencing poverty
- People with a disability or long-term health condition, including mental health difficulties
- Children and young people



SCOTLAND AND NORTHERN IRELAND

Ayrshire

- Disabled & Neurodivergent People
- Vulnerable children and young people
- Mental health



The Sperrin's

- Rural communities
- Vulnerable children & young people
- Disabled people
- Women and girls+

Southeast NI

- Disabled people
- Mental health
- Women and girls+
- People from minority ethnic communities
- Vulnerable young people
- LGBTQ+ community

Our EDI Priorities by Region - More Information

WALES

North Wales

- **Vulnerable adults & young people** – providing support to access outdoor activities, safe spaces and employment.
- **LGBTQ+ community**– providing support to access outdoor activities, safe spaces and employment.
- **Women and girls** – providing support to access outdoor activities, safe spaces and employment.
- **Older adults (65+)** – providing support to access outdoor activities, safe spaces and employment.
- **People from low socio-economic backgrounds** – providing support to access outdoor activities, safe spaces and employment.
- **Disabled & Neurodivergent People** – providing support to access outdoor activities, safe spaces and employment.
- **People from minoritised ethnic communities** – providing support to access outdoor activities, safe spaces and employment.



Mid Wales

- **Women and girls+** - providing support to access coaching pathways.
- **People from minoritised ethnic communities** – providing support to access outdoor activities, safe spaces and employment.
- **Disabled people** – providing support to access outdoor activities and coaching pathways, particularly those with sensory impairments.
- **LGBTQ+ community** – providing support to access outdoor activities, safe spaces (and coaching pathways).
- **Older adults** – providing support to access outdoor activities at a level which suits their needs and improves their health and wellbeing and combats social isolation.
- **Welsh speaking communities** - improve provision of Welsh-medium outdoor activities for the region.
- **Mental health** - supporting people experiencing mental health challenges and crises through outdoor activity provision.

Swansea Bay region

- **People from minoritised ethnic communities** – providing support to access outdoor activities, safe spaces and employment.
- **Mental health** - supporting people experiencing mental health challenges and crises through outdoor activity provision. Especially young men as an identified at risk group.
- **LGBTQ+ community** – providing support to access outdoor activities, safe spaces (and coaching pathways).
- **Older adults** – providing support to access outdoor activities, safe spaces and employment.



Gwent

- **People from low socio-economic backgrounds** - Improving engagement in outdoor activity for those living in poverty/with a low income.
- **Vulnerable adults** - supporting adults experiencing barriers to participation due to mental health challenges, support needs and crises through adventure therapy provision.
- **Gender equality** – supporting programmes to engage more women, girls and other marginalised genders in adventure sport. Creating safe spaces and promoting allyship.
- **People from minoritised ethnic communities** - providing support to access outdoor activities, safe spaces and employment.
- **Disabled people** - providing support to access outdoor activities and coaching pathways, particularly those with sensory impairments and neurodivergence.
- **Gypsy/traveller community** – working with local organisations to engage with the traveller community.



Central South Wales

- **Vulnerable children/young people** - providing support to access outdoor activities, safe spaces (and coaching pathways).
- **Mental health** - supporting people experiencing mental health challenges and crises through outdoor activity provision.
- **Disabled people** - supporting those with impairments to access outdoor opportunities and coaching pathways, particularly those with sensory impairments.
- **Women and girls** – providing support to access outdoor activities, safe spaces and employment.
- **People from minoritised ethnic communities** - providing support to access outdoor activities, safe spaces and employment.

ENGLAND

North Yorkshire Coast

- **People from low socio-economic backgrounds** - improving engagement in outdoor activity for those living in poverty/with a low income.
- **Inclusive provision support** – supporting the current provision be as accessible as possible
- **Community cohesion** - increasing the community-focused provision through anchor organisations
- **Club diversity** - working towards club membership data reflecting the census data for the area

Coventry

- **People from low socio-economic backgrounds** - improving engagement in outdoor activity for those living in poverty/with a low income.
- **Vulnerable children/young people** - providing support to access outdoor activities, safe spaces.
- **Gender equality** – supporting programmes to engage more women, girls and other marginalised genders in adventure sport. Creating safe spaces and promoting allyship.
- **People from minoritised ethnic communities** - providing support to access outdoor activities, safe spaces and employment. Increasing engagement.
- **Disabled people** - supporting those with impairments to access outdoor opportunities and coaching pathways. Increasing engagement.



Coastal Cumbria

- **People from low socio-economic backgrounds** - Improving engagement in outdoor activity for those living in poverty/with a low income.
- **Vulnerable adults** - supporting adults experiencing barriers to participation due to mental health challenges, support needs and crises through adventure therapy provision.
- **Gender equality** – supporting programmes to engage more women, girls and other marginalised genders in adventure sport. Creating safe spaces and promoting allyship.
- **People from minoritised ethnic communities** - providing support to access outdoor activities, safe spaces and employment.
- **Disabled people** - providing support to access outdoor activities and coaching pathways, particularly those with sensory impairments and neurodivergence.



Plymouth

- **Vulnerable children and adults** – providing support to access outdoor activities and safe spaces, especially supporting families with children with ALN.
- **Refugee families** - providing support to access outdoor activities, safe spaces and employment. Increasing engagement.
- **Women** - providing support to access outdoor activities, safe spaces and employment. Especially women experiencing abuse or in crisis, and women going through menopause.

Scotland

Ayrshire

- **Disabled & Neurodivergent People** – providing support to access outdoor activities, safe spaces and employment.
- **Vulnerable children and young people** – providing support to access outdoor activities and safe spaces.
- **Mental health** - supporting people experiencing mental health challenges and crises through outdoor activity provision.



Northern Ireland

Southeast

- **Disabled people** - Increase amount of shared learning, resources and equipment in area to allow more equitable participation (i.e. – make opportunities affordable, practical and possible to the same extent as they are for the non-disabled counterparts)
- **Mental health** - supporting people experiencing mental health challenges and crises through outdoor activity provision.
- **Women and girls+** - providing support to access coaching pathways and outdoor activity opportunities.
- **People from minoritised ethnic communities** - providing support to access outdoor activities, safe spaces and employment. Also working with refugees.
- **Vulnerable young people** – increasing number of clubs to give more opportunities for young people to participate in outdoor activities.
- **LGBTQ+ community** – supporting people to access outdoor activities, safe spaces (and coaching pathways).

The Sperrin's

- **Rural communities** – providing support to access outdoor activities, safe spaces and employment.
- **Vulnerable children & young people** – providing support to access outdoor activities, safe spaces and employment.
- **Disabled people** - Increase amount of shared learning, resources and equipment in area to allow more equitable participation (i.e. – make opportunities affordable, practical and possible to the same extent as they are for the non-disabled counterparts)
- **Women and girls+** - providing support to access coaching pathways and outdoor activity opportunities.



Review & Accountability

Each region holds a stakeholder meeting every 6 months, regional priorities and distance travelled against key performance indicators will be reviewed on an annual basis.



Thank you for your continued support.

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THE OUTDOOR PARTNERSHIP

Appendix

The following sources informed the data and statistics on pages 8 & 9:

1. [Health Survey Northern Ireland: First Results 2023/24 | Department of Health](#)
2. [250001-Call-to-Action-Document-2025-Final.pdf](#)
3. [National Survey for Wales 2024 -25 | Sport Wales](#)
4. [Active Lives | Sport England](#)
5. [Summary - The Scottish Health Survey 2024 - volume 1: main report - gov.scot](#)
6. [Sport for Life 2025 - Our data - sportscotland the national agency for sport in Scotland](#)