



## Open spaces and access for all: our equality, inclusivity, and diversity statement

### Purpose

1. At the OSS we believe it is our responsibility to strive for a society where all of us can be ourselves and feel able to reach our full potential, whatever our identity and background.
2. Our vision is that everyone can enjoy public paths and open spaces through the exercise of their rights. We work to protect, increase, enhance, and champion the common land, village greens, public paths, and open spaces in England and Wales, and the public's rights to enjoy them. We want to see thriving and beautiful countryside, cities, towns, and villages to which everyone has access and from which all can benefit, for their well-being and to participate fully in the enjoyment, enhancement, and protection of nature. We want these places to be inclusive and diverse for those who live there and those who visit them.
3. To achieve this vision we shall ensure that our organisation and all we do are open to all and that we actively address any barriers to participation for any group.
4. We believe and do this because our case for protecting open spaces and paths, and promoting public access there, depends upon having the broadest and most diverse and inclusive public support possible and because these places will benefit from the engagement and attention of people from all backgrounds.
5. We believe and do this because the OSS as an inclusive organisation, comprising people from diverse backgrounds, will consistently perform better and make better decisions for the benefit of all society, if all aspects of that society can contribute to those decisions.

### Equality, diversity, and inclusion

6. We value all the people who work for, volunteer for, join, and support the OSS, and we want everyone to be able to reach their potential with us. We listen to and understand people's views and have a working environment where everyone is treated with respect and able to contribute fully. We make sure everyone feels included and valued for the talent, knowledge, and experience they bring to the organisation.

## **We strive to be equal**

7. Equality means:
  - being valued for who and what we are;
  - achieving our professional goals and personal development
  - counting on our collective diversity, social background, and experience to enrich what we do and how we do it;
  - not being held back in our development by anyone's preconceptions about our abilities;
  - placing equality at the core of our employment and management practice;
  - knowing that OSS is a fair and just place to work and to volunteer.

## **We will strive to be open and welcoming, and to work for the whole of society in all its diversity**

8. Diversity means:
  - understanding that everyone is unique;
  - celebrating when our staff, volunteers, and beneficiaries come from a wide range of social and ethnic backgrounds;
  - recognising that teams are stronger and more effective when we acknowledge and embrace the different views, skills, and experiences around the table;
  - consulting whenever possible and listening to different viewpoints to improve how we work as a team;
  - explaining our approach to those with whom we work.

## **We strive to be inclusive**

9. Inclusion means:
  - embracing and welcoming a wide diversity of ages, genders, and sexualities; personal circumstances, social backgrounds, life experience, disabilities, neurodiversity, ethnicities, cultures, and faiths;
  - giving equal access to opportunities without discrimination or intolerance;
  - encouraging collaborative decision-making and enabling staff and volunteers to talk honestly and openly;
  - empowering staff and volunteers to contribute to a positive working environment that is enjoyed by all;
  - ensuring that equality of opportunity is transparent and available to all staff and volunteers.

## **How we shall achieve this**

10. We shall incorporate these beliefs and principles into all aspects of our work, including recruitment of staff, volunteers, local correspondents, and trustees, and the protection of sites and the promotion of our work through marketing and

publicity, taking particular steps to welcome all aspects of society. We shall review whether our equality, inclusivity, and diversity statement remains fit for purpose or whether it needs adjustment, alongside all revisions and mid-term reviews of our strategy.