



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 all the evidence shows that the OSS as an inclusive organisation, comprising people from diverse backgrounds, will consistently perform better and make better decisions because we shall benefit from the full capability of those who want to support us.

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 strive to be diverse

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 the rationale for whom we work with, how and why.

We strive to be inclusive

9. Inclusion means:

- embracing all people and welcoming the rich diversity of ages, genders, and sexualities; faiths, cultures, ethnicities, disabilities, life experiences, personal circumstances and social backgrounds;
- giving equal access to opportunities and not tolerating 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 create a practical action plan, reviewed, and renewed each year, to turn this statement into reality.