

Equality, Diversity and Inclusion (EDI)

Quick guide for volunteer walk leaders



What is the Equality Act?

The Equality Act 2010 is a law that protects people from unfair treatment and helps create a fair, inclusive and respectful society.

As a Walk Leader, understanding the Equality Act can help you ensure everyone feels welcome, valued and able to participate in walks and activities.

The nine protected characteristics

The law protects people from discrimination based on:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including nationality and ethnic origin)
7. Religion or belief
8. Sex
9. Sexual orientation

What is discrimination?

Discrimination occurs when someone is treated unfairly because of a protected characteristic. Examples include:

Direct discrimination

- Treating someone less favourably because of who they are.

Indirect discrimination

- Rules or practices that disadvantage certain groups.

Harassment

- Unwanted behaviour that makes someone feel uncomfortable, intimidated or offended.

Victimisation

- Treating someone unfairly because they have reported or supported a discrimination complaint.



Together, we can create welcoming walking groups where everyone feels valued and included!

Practical tips

DO

- ✓ Ask rather than assume.
- ✓ Listen and be respectful.
- ✓ Use people's preferred names and pronouns if shared.
- ✓ Create a welcoming atmosphere.
- ✓ Seek advice if you're unsure.

DON'T

- ✗ Make assumptions about people.
- ✗ Use stereotypes or jokes at someone's expense.
- ✗ Ignore discriminatory comments or behaviour.
- ✗ Assume everyone has the same experiences or needs.

REMEMBER

Inclusion is not about treating everyone the same. It's about ensuring everyone has the opportunity to participate, feel respected and belong.

Need Support?

Speak directly to the Walk Derbyshire Coordinator if you have questions about:

- Equality, Diversity and Inclusion (EDI)
- Reasonable adjustments
- Managing concerns or complaints
- Inclusive practice during walks

What does this mean for walk leaders?

Be inclusive

- Welcome everyone equally.
- Use respectful and inclusive language.
- Avoid assumptions about people's abilities, backgrounds or experiences.
- Encourage participation from all group members.

Be accessible

- Ask participants if they need support.
- Consider different abilities when planning routes.
- Share information clearly and in advance.
- Be aware of potential barriers to participation.

Challenge inappropriate behaviour

If you witness discriminatory or disrespectful behaviour:

- Remain calm and professional.
- Address the behaviour respectfully.
- Support anyone affected.
- Report concerns according to organisational procedures.

Access for All statement

You can request this document or information in another format such as large print or language or contact us by:

- Phone: [01246 231111](tel:01246231111)
- Email: connectne@ne-derbyshire.gov.uk
- Text: [07800 00 24 25](tel:07800002425)
- BSL Video [Call](#): a FREE, three way video call with us and a BSL interpreter.
- Call with [Relay UK](#) via textphone or app on [0800 500 888](tel:0800500888). FREE phone service for anyone who has difficulty hearing or speaking.
- Visiting our [offices](#) at Wingerworth: 2013 Mill Lane, [S42 6NG](#).



North East
Derbyshire
District Council

