

Graythwaite Adventure's Inclusivity Information

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Accessibility and Inclusivity

At Graythwaite Adventure we understand that accessibility involves designing systems to optimise access. Being inclusive is about giving equal access and opportunities to everyone, wherever possible.

Inclusivity

Whilst long established organisations may be 20+ years into their Equity, Diversity and Inclusion (EDI) journey it is important to acknowledge that Graythwaite Adventure is a relatively new company and is only just now exploring research where outdoor experiences intersect directly or indirectly with themes relating to equality, diversity and inclusion. We believe that the first step is the acknowledgement and awareness of our privileges and overlapping structural and systemic barriers that prohibit or exclude sectors of our population from accessing outdoor experiences and adventures. We believe:

- Sexual orientations and gender identities are not disorders, although exclusion, stigma and prejudice may precipitate mental health issues for any person subjected to these abuses. Individuals who are participating or working in outdoor learning should be able to do so without fear of judgement or the threat of being pressured to share, hide or change a fundamental aspect of who they are.
- Graythwaite Adventure is committed to helping the outdoors become a diverse and inclusive place.
- Perceptions and understanding are often the largest barrier to inclusivity in the outdoors and we must make a conscious effort not to view these issues with a 'white' perspective.
- Our education, awareness and inclusive action should help promote inclusivity in the outdoors. Many aspects of EDI are played out in everyday interactions during the process of selling and delivering outdoor experiences.
- We should seek out and include diverse voices impacted by discrimination. By encouraging the sharing of information and experiences they can help us on our EDI journey.

- We will make EDI conversations normal. Seek to understand and incorporate multiple diverse perspectives in all areas and at all levels of Graythwaite Adventure. We will do this collaboratively so that everyone ‘owns’ the knowledge.
- We will continue to develop and implement new ideas, share new developments, experiences, learning, and ideas with the outdoor community and within Graythwaite Adventure. Together we can all be part of a movement for change.
- We will focus on actions and approaches and measure them against a broad framework to reflect on our current position on our EDI journey.

Accessibility

Graythwaite and the wider Lake District is renowned for its natural beauty, incredible landscapes, and breathtaking shorelines. Given the nature and locations of the landscape, which is often rugged and remote, accessing the great outdoors and engaging in outdoor pursuits can present many challenges, particularly for people who may have a range of disabilities.

Our focus is not on the disabilities of individuals but on their abilities and the experiences we can deliver for them. It is only after a collaborative approach, conversation and gaining a deeper understanding that we can tailor experiences and outdoor adventures to meet the needs of our disabled guests without discrimination and social prejudice. Disability is so diverse that it is difficult to give a single set of guidelines for what disabled people need in the outdoors.

Removing the barriers to outdoor recreation for disabled people ultimately comes down to cultural change. There is a lot of talk about the mental, physical, and emotional benefits of being outdoors, but the people who are most in need of those benefits are the most excluded. It is so important for Graythwaite Adventure to examine the prejudice inherent in outdoor recreation, pay attention to disability communities and advocates for accessibility, and ask what they need to feel comfortable in the outdoors.

We avoid the one-size fits all approach to the outdoors. We have had disabled guests on monster paddleboards whilst in their wheelchairs, guests with MS to the top of the fell in a 4x4 and visually impaired visitors on RIB tours on the lake. We actively encourage guests with access restrictions to engage with us, allowing us the opportunity to do our very best to make the outdoors accessible for them.

For Accessibility and Inclusivity, we use the scale below to monitor and measure our progress and to benchmark our positionality.

We do not recognize that there is a problem.	We know there is a problem, we are taking tentative steps, but we are not sure how to proceed.	We have acknowledged the importance of diversity and are taking formal steps to promote inclusion.	We are committed to eliminating all forms of discrimination through systematic change.	Inclusion is normal and part of our culture.
Invisible	Awareness	Intentional Inclusion	Strategic Inclusion	Culture of Inclusion

(Alberta Urban Municipalities Association, 2017)