

Volunteer role information

Mentor

Why Girlguiding?

Our 80,000+ volunteers and supporters are already making a massive difference to girls and young women. Join us as a mentor and empower the people you volunteer with to be their best.

Why do we love this role?

Our mentors motivate, inspire and support other volunteers who are in transition on their Girlguiding journey. This could be joining as a volunteer for the first time, moving between sections, starting a qualification, or stepping into a special volunteering role at district, county or regional level. Mentors become the trusted friend of our volunteers as they transition into new roles, and they play a fundamental role in developing Girlguiding volunteers.

Some of what you'll do:

A mentor in Girlguiding is a confidant, who supports, encourages, and builds confidence in any volunteer they're working with. As a mentor, you won't need to know it all, but you'll have up-to-date and relevant knowledge to share in relation to the training scheme you're supporting volunteers in. You will:

- Help build self-belief and confidence of the volunteer you're supporting.
- Focus on the volunteer's development and guide them in a way which suits their learning approach.
- Help the volunteer solve their own problem in their own way.
- Help volunteer set personal goals and be their accountability buddy.
- Keep good, regular communication with the volunteer you're supporting, sharing knowledge and resources, maintaining support and enthusiasm.
- Signpost the volunteer to relevant local training opportunities and help them to register for these.
- Evaluate the volunteer's progress regularly, making sure they understand their role and what is expected of them, helping to identify areas for development.
- Carry out the visits required throughout the training programme - and help them to reflect on and learn from their experiences. Provide a summary to be uploaded to the learning platform, if appropriate.

What training and support do you get?

- A thorough induction to the role.
- Help to develop skills and abilities to perform the role by providing relevant training opportunities.
- Support and development from fellow volunteers, including a local commissioner and Girlguiding advisers.
- Reimbursement of agreed expenses (agreed locally and may differ around the UK).
- A clear complaints procedure and support to resolve problems or disagreements.

What skills and attributes do you need?

The mentor role at Girlguiding provides essential support to volunteers who work directly with girls and young women. While we can offer you training and support, we would expect you to possess the personal qualities outlined below:

- ✓ **People skills**
Supportive, open, approachable, and empathetic.
- ✓ **Discretion**
Able to deal with sensitive and confidential information.
- ✓ **Communication and listening skills**
To problem solve and share ideas.
- ✓ **Driven**
Commitment to ongoing personal development and the personal development of others.
- ✓ **Self-awareness**
Able to recognise how your own opinions may affect your response to someone else's behaviour.
- ✓ **Comfortable giving feedback**
In a supportive and constructive way.

Skills you will gain:

Being a mentor is a great opportunity to learn transferable skills that will be useful in other areas of your life and career. These could include:

- **Adaptability** - each volunteer you support will be from a different background with different challenges and aspirations. By working with different people, you'll learn how to adapt your sessions to each individual.
- **Self-evaluation** - supporting other volunteers will put you in a position to reflect on your own experiences. This is an important part of personal development and will help you in your life.

A week in the life...

Being matched with a new mentee brings a little excitement and trepidation in equal measure as it relies on developing a positive mentor/mentee relationship. I support leaders in training and find it's important to spend some time building rapport. They are sometimes nervous, so it's useful to make sure they understand what they need to do in their training programme and to explore any concerns they may have. At my first meeting, I always make sure we schedule in our next catch-up as this enables us to keep momentum going. We map out a timeframe and when would be a good time for me to come and observe her carrying out her role.

We normally meet via zoom every month, and make sure we build an agenda together, so each session is productive.

Supporting a leader in training, I make sure we discuss each learning area in turn - do they understand what they need to do, do they know where to find out the information if you don't know? It was difficult at first to make sure I wasn't giving them all the answers, but I soon realised it's more helpful in the longer term to empower my mentee to find solutions themselves.

Lastly, and most importantly, we talk about life in general, have a natter, a coffee and of course a biscuit!

Quick requirement check

1. Disclosure check: **yes**
2. A Safe Space Level: **3**
3. Attends unit meetings: **yes**

We're keen to hear from volunteers of all backgrounds, abilities, races, sexual orientations, socio-economic backgrounds, and of all faiths and none. We're flexible, and volunteering can be arranged to fit around a busy lifestyle. Girlguiding is committed to making reasonable adjustments to support disabled volunteers so they have access to the same opportunities and experiences as non-disabled volunteers.

Please note this is a volunteer role and does not form part of any contract of employment.