



## Volunteer role information

# Inclusion lead volunteer - divisions, counties, countries and regions

### Why Girlguiding?

Become an inspiring role model for our members and help empower girls to be their best. Join the 100,000 amazing volunteers and supporters who make a real difference to nearly half a million girls and young women.

At the heart of guiding are the unit meetings that girls go along to each week - where they get messy, make new friends and take part in activities to help them discover their potential. However, there are many valuable parts of guiding that don't happen at the weekly meetings.

### Why we love this role:

What a feel-good role! This is all about giving people great opportunities. As a local inclusion adviser you'll help give more girls and volunteers access to development, challenge and adventure.

You'll work in your division, county or country/region team to motivate and give guidance on including members with a wide variety of backgrounds. You'll also support at events, and take an active role in the wider organisation, including attending meetings.

### Some of what you'll do:

The information below explains your general responsibilities as an inclusion adviser. However, you will be working within a wider team and your responsibilities may vary.

- Show understanding and enthusiasm for supporting all members so that they feel included in Girlguiding activities
- Advise the division, county or country/region on supporting our diverse membership
- Support volunteers to provide a safe girl-only space where all girls and young women can discover their full potential through all areas of the programme, regardless of their background
- Use your knowledge to solve problems and promote the advantages of creating an inclusive environment in guiding
- Attend local and national meetings and events
- Keep up to date with new resources and programme initiatives, and encourage others to use them
- Complete training for the role and ensure the team's skills are up to date
- Promote relevant training or qualifications in the local area
- Manage local budget, liaising with the treasurer or commissioner as necessary
- Be part of your local Girlguiding community, by going to local team meetings and building good relationships with other volunteers
- Communicate with your local commissioner, relevant advisers and coordinators, and the national inclusion team

- Promote local, national and international opportunities within guiding and externally, and encourage members to take part
- Follow Girlguiding's policies and Code of Conduct
- Learn about the structure of Girlguiding and how your responsibilities and position fit within it
- Learn about Girlguiding's national and local strategic aims and how they're delivered in your local area
- Understand Girlguiding's main messages and promote these in your external communications
- Be an ambassador for the values of Girlguiding
- Represent the division, county or country/region at events where possible
- Promote a positive image of Girlguiding at public events

## What training and support do you get?

- We'll give you a thorough induction to your role and to Girlguiding
- You'll have lots of training opportunities, including e-learning where possible
- You'll report to \_\_\_\_\_ who will be there to support you in this role
- You'll also get guidance on inclusion best practice
- You'll have great support and development opportunities, including from fellow volunteers and the inclusion team
- There will be meetings and events to share information
- We reimburse agreed expenses (agreed locally, so these may differ across Girlguiding)
- We can give references if needed in the future
- Girlguiding has a clear complaints procedure and support to help sort out problems or disagreements
- No professional qualification is required

Our Girlguiding website is full of information to help you in your role.

## What skills do you need?

As an inclusion adviser you may have knowledge and/or lived experience of at least one of the following areas of inclusion:

- |                        |                                       |
|------------------------|---------------------------------------|
| ● <b>Disability</b>    | ● <b>Social economic disadvantage</b> |
| ● <b>Mental health</b> | ● <b>Race</b>                         |
| ● <b>LGBT</b>          | ● <b>Young carers</b>                 |
| ● <b>Faith</b>         |                                       |

Inclusion is a huge topic, and we recognise that knowledge and/or lived experience of one of the above specialisms does not mean you will have the knowledge to advise on all other areas. As a local inclusion adviser you'll be supported by the organisational inclusion team, who can give you specialist guidance and expertise on a range of topics, including those listed above.

So you don't need to be an expert in all the specialist areas of inclusion, but you should be willing to learn more, using support from the wider Girlguiding inclusion network.

You'll need:

- ✓ An open and approachable manner
- ✓ To be reliable and trustworthy
- ✓ To be creative and enthusiastic
- ✓ Commitment to your ongoing personal development
- ✓ To work as part of a team
- ✓ Excellent communication skills
- ✓ Desire to motivate and inspire girls, young women and adult volunteers from a broad range of backgrounds
- ✓ Demonstrable knowledge and/or lived experience to contribute to an inclusion role

### Quick requirement check

1. Disclosure check: **not required**
2. A Safe Space Level: **1, 2 and 3**
3. Attends meetings: **regularly**

We're keen to hear from volunteers of all backgrounds, abilities, races, sexual orientations, gender identities, socio-economic backgrounds, and of all faiths and none. We also welcome volunteers of all ages 18+. 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.

If you have any questions or you'd like more information about this role please contact [inclusion@girlguiding.org.uk](mailto:inclusion@girlguiding.org.uk). However, if you'd prefer an informal chat about the requirements and responsibilities, then you can contact the Lead Volunteer for Inclusion and Reach, Josie Crossley, [josie.crossley@girlguiding.org.uk](mailto:josie.crossley@girlguiding.org.uk).