



Girlguiding

Turning 18 – conversation checklist and process

When a Ranger or young leader turns 18, they unlock a world of new and exciting ways to stay involved in Girlguiding! So, we've created this checklist to help you discuss their options and understand the process.

As they approach their 18th birthday, we recommend finding quiet moments in unit meetings to have a series of chats. You can talk about what they'd like to do, whether they'd like to become an adult volunteer and the steps to getting there. A good way to start is by talking about what they've enjoyed about Girlguiding so far and what they would like to keep on doing.

And remember, around this time young members are often making lots of decisions about their future, inside and outside of guiding, so they'll have lots to think about.

If a young member celebrates their birthday during exam season or the summer break, you might want to begin conversations earlier.

3 months before they turn 18 – start the conversation

Talk about their options – there's lots to choose from! Here are some things to chat about:

- From 18, Rangers and young leaders can move into an adult volunteer role, so let them know about the different ways to get involved. They can inspire girls on adventure, volunteer abroad, or learn new skills. (If they've already started any qualifications and awards, they can continue working on these.)

Top tip: Adult volunteers can get involved directly with girls or there are tonnes of [ways to volunteer](#) behind the scenes. If you're unsure, put them in touch with your local commissioner, who can share more about the roles on offer.

- The day after they turn 18, **young leaders** are automatically moved into a **unit helper role** with the unit they volunteer in. So check if this is right for them.
- Check whether they have plans to move away. And reassure them that Girlguiding is a UK-wide organisation, and they can stay involved wherever they end up!
- Are they interested in becoming a leader? If so, they can now start the [leadership development programme](#) (LDP) by logging into the [learning platform](#) (using the same login as GO). They don't need to have completed any of the young leader development programme beforehand, but if they've done any of the linking modules, they'll have a head start.

Top tip: There's an under-18 FAQ section on the LDP part of the [learning platform](#), so go through this together if your young member has any questions, or email learning@girlguiding.org.uk if you're unsure.

- For **Rangers**, reassure them that nothing has to change if volunteering isn't for them right now. They can stay involved as a Ranger until their 19th birthday.
- Check their [GO](#) details together. Make sure they're up to date, and if they haven't been using a personal email address, change it to one now. These will be the same login details that they'll need for the [learning platform](#).

1 month before they turn 18 – check back in

Now they've had some time to think, check in with the young member about what they'd like to do.

- If your Ranger is interested in volunteering, let your local commissioner know. They'll be able to find the right role for them and add this to GO once they turn 18.
- If they've decided to continue in guiding, let them know the practical steps to becoming an adult volunteer:
 1. Start a criminal record disclosure check for their chosen role (if needed)
 2. Complete the [safer guiding training](#) for their chosen role
 3. Receive 1 reference from their unit leader

Full details about these steps can be found on page 4.

Suggest they keep an eye out for Girlguiding emails informing them about the above.

- If they're staying in guiding, check in your local area to see if there's a new adult leader who would like to be a buddy or mentor and put them in touch!
- Whether they're staying or not, get them the [happy 18th birthday badge and card](#) from the online shop!

Once they've turned 18 – celebrations and next steps

- Share the link to the [happy 18th birthday page](#) on the Girlguiding website – it's packed full of opportunities for them to explore!
- Remind them that if they want to volunteer as an adult, they'll now need to complete the steps to become a volunteer. Check whether they've received the Girlguiding emails and need any help (for Rangers, this will be once their commissioner adds their role on GO).
- Put them in touch with your local Inspire coordinator (if there is one). They'll be able to tell them more about opportunities for 18–30-year-old volunteers through the [Inspire network](#).
- If they've decided to stay in Rangers for now, check back in a few months' time to see whether this choice is still right for them.

If they're moving away

- Let them know they can continue guiding wherever they're going in the UK.
- Show them how they can enquire to volunteer where they're moving to on GO:
 - Select 'my enquiries' from the drop-down menu under their name
 - Press the blue 'volunteer in new area' button
 - Complete the form using the postcode of where they're moving to
- Some Girlguiding countries and regions have movers' forms to help volunteers moving there. Suggest they check the country and region website for where they're going to find out more.

If they're off to university

- Explain there might be a [Student Scout and Guide Organisation](#) (SSAGO) where they're going. They're a separate organisation but a great place to meet guiding friends – they can keep an eye out for them at freshers' fairs!
- Set a reminder to check in and ask them how university and volunteering in their new area is going. Make sure to welcome them back to local events and unit meetings when they're home, too!

If guiding isn't for them right now

- Celebrate their last meeting in Girlguiding and thank them for their commitment and enthusiasm!
- Keep the door open and let them know they're always welcome to rejoin Girlguiding. Tell them their membership number and the email address linked to their GO account.

Helpful resources

- [Welcome to Girlguiding video](#) – a great summary of what's available and how volunteering can fit in with their lives.
- [Develop your life skills resource](#) – to explore where Girlguiding can take them.
- [How to log into GO for the first time](#)
- [Happy 18th birthday hub](#) – to see all the amazing opportunities open to them.
- [Recruitment and vetting procedure](#) – a handy point of reference.

Detailed steps to becoming an adult volunteer

Here's more detail about what a young member needs to do to become an adult volunteer. You might want to print this out as a reminder.

They'll need to:

1. Start a criminal record disclosure check for their chosen role (if needed).

This is how Girlguiding checks every adult is legally allowed to volunteer with children.

Important: There are [different rules](#) in Scotland and for those turning 18 while volunteering at a residential. And in both instances, they'll need to start the process earlier. In Scotland, this is recommended so they don't have to take a break from volunteering while waiting for their PVG (Protecting Vulnerable Groups) check.

To start early, they should contact disclosures@girlguiding.org.uk with the subject line 'Under 18 disclosure check'.

2. Complete the safer guiding training for their chosen role.

Adults in guiding have a duty to make sure Girlguiding is a safe space for everyone, so they'll need to complete our safer guiding training through the [learning platform](#). There are 2 types of training. For roles volunteering with girls they'll do [safer guiding](#), which takes around 3 hours. Or [safer guiding basics](#) is needed for some behind-the-scenes roles, which takes around 45 minutes. All the training can be broken down into chunks!

3. Receive 1 reference from their unit leader.

This is how Girlguiding checks people have the right qualities for being a volunteer.

- **For young leaders**, the leader of the unit they volunteer with will get a reference request automatically, so they won't need to do anything.
- **For Rangers**, once they turn 18 and their commissioner has added their chosen role to GO, they (or their commissioner) will need to email disclosures@girlguiding.co.uk with the subject line 'Reference request for former Ranger', along with their name and membership number. A reference request will then be sent to their Ranger leader.

Suggest they keep an eye out for emails

Girlguiding will email explaining how to complete the above and how long they have for this:

- **Young leaders** will receive 'It's time to complete your safer guiding training' and 'It's time to complete your disclosure check' emails the day after their 18th birthday.
- **Rangers** will receive 'Volunteering with Girlguiding' and 'It's time to complete your disclosure check' emails once they're 18 and their commissioner has added their chosen role to GO. This only happens if they choose to become an adult volunteer.