



Glasgow Disability Alliance
Confident Connected Contributing

Glasgow's Volunteering Charter – Glasgow Disability Alliance Action Plan

Glasgow Disability Alliance has pledged to:

- Create and expand opportunities for volunteering within GDA and
- Ensure its opportunities are accessible to all sections of the community, and that its volunteering workforce reflects the demographics of the city
- Continue to work with partners to identify and commit to actions which address the under-representation of disabled people accessing volunteering opportunities in Glasgow

Pledge 1 – Create and expand opportunities for volunteering within GDA				
Action to be taken	Lead person	Resources Required	Potential challenges	Outcome + Date achieved
Review findings of Volunteer Charter Workshop with GDA Drivers for Change of 21 st October 2016 when we sought views on expanding volunteering opportunities within GDA	Brian Scott, Development Manager Isla McIntosh, Community Development Coordinator.	Report of Workshop	Some of the suggested volunteer roles would be better offered by volunteering opportunity providers other than GDA	Report produced October. Community Development Coordinator will address DfC training needs identified through workshop. Decision on feasibility of suggested new roles by January '17
Explore feasibility of GDA offering a placement to SCVO Disability Equality Internship Programme	Tressa Burke, CEO	Intern would need: ✓ support and supervision ✓ training and development ✓ expenses	✓ Limited physical space ✓ Capacity of staff team ✓ Constraints on longer term planning due to funding	Decision on feasibility by March 2017
Develop roles for Drivers for Change, including: ✓ External ambassadors – representing GDA and the	Isla McIntosh	Communication Skills Facilitation Skills Training –		Facilitation training delivered in October and November 2016 Capacity building

<p>issues affecting disabled people e.g. barriers and potential solutions;</p> <ul style="list-style-type: none"> ✓ Role models demonstrating the achievements disabled people can make with support including to other disabled people to raise aspirations ✓ Peer support - particularly around facilitation role at consultation and engagement events 		<p>materials and capacity building programme</p>		<p>programme until end of March 2017</p>
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Pledge 2 – Ensure our opportunities are accessible to all sections of the community and that our volunteering workforce reflects the demographics of the city

Action to be taken	Lead person	Resources Required	Potential challenges	Outcome + Date achieved
Ongoing monitoring of equalities profile of GDA volunteers to identify any under-representation e.g. of protected characteristics other than disability	Brian Scott	GDA Membership Database	Disclosure of protected personal characteristics has been reported by many disabled people to feel “risky”, personal and can make people feel very vulnerable.	Ongoing
Identify partner organisations to approach to raise awareness of volunteering opportunities at GDA and to discuss any issues around accessibility	GDA Develop - ment Managers	<p>Membership of Glasgow Equality Forum to facilitate engagement with equalities organisations e.g. BME, LGBT groups</p> <p>Cooperation of partner orgs required</p>	<p>Mitigation of this involves:</p> <ul style="list-style-type: none"> ✓ GDA’s overtly communicated commitment to pan equalities ✓ Creating a culture of tolerance and support ✓ Joint work with other equalities organisations 	Review progress by June 2017

Pledge 3 – Continue to work with partners to identify and commit to actions which address the under-representation of disabled people accessing volunteering opportunities in Glasgow

Action to be taken	Lead person	Resources Required	Potential challenges	Outcome + Date achieved
Incorporate goals to support this pledge in ongoing work with relevant Glasgow Independent Living Project partners	Tressa Burke Marianne Scobie	Commitment to the Vision Statement Potential “piloting” or “proof of concept”	Balancing competing priorities e.g. around raising aspirations, lifelong learning and employability.	January 2017 onwards
Continued support of Poverty Leadership Panel Work & Worth work stream actions around volunteering	Brian Scott	Involvement of GDA members in PLP work stream activity and Community Activist Panel	Uncertainty around PLP post-May 2017 Local Authority Elections	Ongoing
Engage with Scottish Government around commitments made in “A Fairer Scotland for Disabled People” delivery plan to provide funding to enable more disabled people to benefit from volunteering	Tressa Burke	Additional resources from Scottish Government and other funders	Demand on resources	Ongoing