



Action Plan – Glasgow’s Charter for volunteering

Signatory’s Action Plan

Charter Pledges

1. Create and expand appropriate opportunities for volunteering within their organisation
And/or
2. Ensure your opportunities are accessible to all sections of the community, and that your volunteering workforce reflects the demographic of the city
And/or
3. Facilitate and enable your staff, members and/or service users to undertake volunteering activity which improves their wellbeing and benefits Glasgow

Step No.	Indicators <i>What needs to be done?</i>	Contributor <i>Who is responsible for completing this step?</i>	Deadline <i>When should step be completed?</i>	Required Resources <i>What is needed to complete this step?</i>	Potential challenges <i>What might get in the way of completion?</i>	Achievement <i>Was this step completed successfully?</i>
1	<p>Pledge #1 Create volunteer role for peer educators.</p>	Volunteer Support Officer	<p>12 peer educators by Sep 2016</p> <p>30 peer educators by Aug 2017</p>	<p>Meetings with partner organisations.</p> <p>Promote the role with local schools and youth organisations.</p> <p>Delivery of training to new peer educators.</p> <p>Dedicate 15 hours per week for the creation, support and delivery of peer education programme. This is supported through Young start fund and the volunteer support officer.</p>	<p>Willingness of young people to become volunteer peer educators.</p> <p><i>Provide strong support for young people. Have appropriate rewards for volunteering. Celebrate their achievements. Give opportunities for qualification, new experiences, meeting new people.</i></p>	

2	<p>Pledge #1 Increased number of Young Grant Makers from 35 to 60</p>	All staff within organisation	<p>Ongoing until July 2017</p> <p>45 by February 2017</p> <p>60 by August 2017</p>	<p>Advertising and promoting YoMo's volunteer role.</p> <p>Meeting with partner organisations to promote volunteering role.</p> <p>Stalls at local schools.</p> <p>Dedicated 9 hours of staff time per week on the recruitment of volunteers.</p> <p>Volunteers given full support from volunteer support officer.</p> <p>Young start fund covers the support of volunteers.</p>	<p>Willingness of young people.</p> <p>Staff capacity to recruit.</p> <p><i>Provide strong support for young people. Have appropriate rewards for volunteering. Celebrate their achievements. Give opportunities for qualification, new experiences, meeting new people.</i></p> <p><i>Promote grant pot through community. Ensure volunteering role is youth led by supporting young volunteers to create action plan for YouthBank.</i></p> <p><i>Allow flexi time so staff can work diaries to fit in</i></p>	
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					<i>recruitment hours that suit young people.</i>	
3	Pledge #1 Increased partnership working. Have 4 more partner organisations to enable us to increase the amount of volunteers. These partners will include college, universities, EVIP, MCR and general youth organisations.	All staff within organisation	Ongoing until July 2017	Marketing materials. Meeting with local and national partners. Recruitment Sessions, stalls. Allow 5hours per week of the volunteer support officer to meet with organisations and to promote YoMo services.	Availability of staff and external organisations. Willingness of young people to volunteers. <i>Promote services in a youth friendly manner to ensure all young people understand the volunteering role and the benefits of this.</i>	
4	Pledge #2 Link with colleges and universities to increase our 18-25 age demographic. From 6 volunteers to 12.	Volunteer Support Office	Dec 2016	Contacts and meetings with volunteer officers within college and universities. Promote young leader role to this age demographic.	Time constraints of external individuals. Willingness to volunteer due to other commitments. <i>Advertise the benefits of volunteering</i>	

				<p>Allow time for appropriate training.</p> <p>Volunteer support officer to link with organisations and this age demographic to see how we can offer appropriate volunteering roles and support in the best way possible.</p>	<p><i>alongside college and university. Create appropriate volunteering role with level of responsibility matching the volunteer's capabilities.</i></p>	
5	<p>Pledge #2 Increase volunteers from the North West of Glasgow – Have more of a balanced geographical demographic.</p> <p>Currently have 7 would like to increase to 15.</p>	All staff within the organisation	August 2017	<p>Meeting with youth organisations in this geographical area. Promote Services at local events and offer training to young people within the area.</p> <p>Volunteer support officer will be the main support to all volunteers.</p> <p>All YoMo staff responsible for</p>	<p>Willingness of young people within the area.</p> <p>Limited recruitment sessions due to time constraints of external organisations</p> <p>Barriers due to being a newly established in the area. Organisation unaware of our work.</p>	

				<p>promotion of volunteering role and service within the North West area.</p>	<p><i>Setting up an office space for staff in the North West area to establish better connections.</i></p> <p><i>Link in with established organisations within the North West area e.g. A&M Scotland.</i></p> <p><i>Promote the service at local events.</i></p>	
6	<p>Pledge #2 Implement equal opportunities form for monitoring of the 6 protected characteristics</p>	Volunteer support officer	Sep 2016	<p>Equal opportunities form Meeting with current volunteers.</p> <p>Allow 10 hours for the creation of equal opportunities form, and to support our current volunteers to complete these.</p> <p>1 hour CPD session with all staff delivered by</p>	<p>Willingness to complete from volunteers.</p> <p>Availability of volunteers to complete said form.</p> <p><i>Explain data protection to volunteers and highlight that this information is optional.</i></p>	

				volunteer support officer to implement these forms into the organisation and give best practice on how to support someone to complete these.	<i>Give appropriate support to volunteers who wish to complete them.</i> <i>Allow staff time to support and collate all information and be flexible to suit young people's availability.</i>	
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