

Pledge No.	1 Indicators What needs to be done?	2 Contributor Who is responsible for completing this step?	3 Deadline When should step be completed?	4 Required Resources What is needed to complete this step?	5 Potential Challenges What might get in the way of completion? What can you do?	6 Achievement Was this step completed successfully?
Pledge #1	Enable longer serving volunteers to support new volunteers	Volunteer Coordinator	Ongoing, but contact made with potential volunteer mentors September 2016	Volunteer Coordinator time: briefing mentors, matching mentors and volunteers and supporting mentors	Difficulty matching availability of mentor and new volunteers.	
Pledge #1	Create new opportunities for volunteering with the Museum Collection	Museum Curator and Volunteer Coordinator	By March 2017	Recruitment of Museum Curator Assistant. Identify and source appropriate training	Capacity of Museum Curator	
Pledge #1	Ensure all staff are involving volunteers in their work and creating opportunities for volunteers to learn and contribute	Volunteer Coordinator	August 2017	<p>Include working with volunteers in all further role descriptors</p> <p>Work with the staff team to identify barriers to involving volunteers</p> <p>Source and deliver training tailored to staff needs</p>	Staff's limited capacity: will limit number of volunteers and make use of volunteer mentors	

Pledge #2	Ensure that the GWL staff and volunteer team is truly equal, inclusive and diverse with high levels of awareness, skills and knowledge regarding equality, diversity and inclusion issues across the organisation	Enterprise Development Manager	By September 2017	<p>Deliver rolling programmes of training to be delivered in house and by external partners</p> <p>Survey of Anonymous Protected Characteristics every 6 months</p> <p>Review and address where possible the Protected Characteristic Profile gaps within the volunteer team, implementing revised recruitment and selection processes and mentoring schemes if necessary</p>		
Pledge #2	Increase the number of local women volunteering with the organisation to 20% of the volunteer team	Volunteer Coordinator	By September 2017	Devise a programme of active and targeted face to-face contact with local people and organisations.	Residual negative or ill-informed perceptions in the local community of what GWL does or who it is for. These will be addressed by a concerted effort across the organisation to engage with audiences from our local community.	

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 demographics of the city