



“I like having chats with my volunteer – they always listen.”

**Volunteer Mentor – Children and Young People**

*cgl*



## Volunteering with Change Grow Live

### **Commitment :**

#### **100% reliability required**

**A commitment of 2.5 hours per week to support a young person and commit to the project for a minimum period of 12 months.**

### **What we do**

Volunteering with change, live, grow

#### **About Change, grow, live**

Our mission is to support people to develop the skills and confidence to take control of their lives and develop their full potential.

We are passionate about making a positive difference to the lives of people who have a broad range of often complex needs that prevent them from engaging fully in their communities.

We enable people to identify and build on their existing strengths and to use these to develop new skills and pursue new opportunities. Our aim is to let people who are isolated or excluded know that we understand the issues and challenges they face, and that we will support them to shape their future.

We work in partnership with commissioners and other service providers to develop effective responses to our service users' challenges that engage them in an exciting journey towards a better, stronger future.

Our passionate staff team and national network of committed volunteers deliver a range of services including:

- Supporting mental health, emotional wellbeing, risk taking behaviours and family relationships;
- Advocacy, befriending and mentoring for children, young people and families ;

- Rehabilitation and mentoring packages for juvenile and adult offenders, addressing dependency, mental health, housing and employment needs;
- Supporting those furthest away from the labour market back into work, education or training
- Housing and tenancy support to reduce likelihood of homelessness and reduce anti-social behaviour

For further information, please go to [www.changegrowlive.org](http://www.changegrowlive.org)

#### **Volunteer Mentor**

**Project Base: You will provide support in Derby City**

#### **Project and Role**

##### **Context of role**

The role of a Volunteer Mentor is to build a healthy and child focused relationship with a young person who has been referred to CGL. The mentor will be fully trained for the role and will be supported throughout. The CGL Project Officer will make a match with a young person and organize an initial meeting where they can meet their young person, talk about themselves, plan what they would like to do and agree on when they would like to meet. The



role has an element of responsibility to report regularly on all meetings and contact as outlined by the project.

More details are available in the Key Responsibilities section about the types of activities required to carry out the role of a mentor. Additionally, the Training section outlines what training is provided to mentors to support them in carrying out their role

**It is intended that by having mentor support the young person will improve their attitude and self esteem, reduce or have no offending behaviour, their communication skills and independence will improve and they will have more desire to be committed to education, training or employment. Mental, emotional and social wellbeing is also intended to show improvements.**

**The role of Mentor has an element of responsibility to report regularly on all mentoring sessions and contact as outlined by the project. You will need to be available after school hours, evenings or weekends, to be able to manage session budgets, get around using public transport or your own car.**

More details are available in the Key Responsibilities section about the types of activities required to carry out the role of a Mentor. Additionally, the Training section outlines what training is provided to Mentors to support them in carrying out their role.

### **Equality and diversity**

**At Change, grow, live we strive to reflect the people and communities we exist to support in the make-up of our staff and volunteer teams. The benefits to Change, grow, live of diversity are clear. By recruiting our staff and volunteers from the widest possible pool we believe we will find the most talented people, who are best placed to**

**understand and empathise with the people we support.**

**Change, grow, live is determined to lead by example. All of our staff and volunteers will be given an equal chance to develop and progress and enjoy equal treatment and reward.**

### **Volunteers with a criminal record**

**At Change, grow, live we actively promote equality of opportunity for everyone. We welcome applications for volunteering opportunities from a wide range of people, including those with criminal records. Having a criminal record will not necessarily bar you from working as a Change, grow, live volunteer. It will depend on the nature of the volunteering role and the nature of your offences. However those applying to be a volunteer will be expected to disclose fully any previous criminal convictions and be prepared to have a DBS check before becoming an active volunteer.**

**Please note: An individual who is on a DBS barring list will not be able to volunteer for Change, grow, live. Being DBS barred means an individual cannot work with children or vulnerable adults, and it is a criminal offence for an individual to attempt to do so. Change, grow, live would also be breaking the law if we recruit someone who is DBS barred.**

**Prospective volunteers will be asked about any criminal convictions they may have at application.**

### **Other factors**

**Additional restrictions on volunteer recruitment may apply on a project-by project basis**

## Key responsibilities/activities for a Volunteer Mentor

- Meet with their young person, as directed by the project, (with project staff and or/any referring agency)
- Create a positive relationship between themselves and the young person
- Contribute to the young person's development and confidence
- Assist and advise the young person in developing skills and appropriate attitudes that will assist them in achieving the goals in their life
- Encourage and motivate the young person to make positive changes and encourage their personal development (In liaison with the project, the referring agency and the young person concerned)
- Encourage young person to make positive use of local resources and activities.
- Maintain principles of confidentiality, especially in relation to the young person, the project and any referring agency
- Operate at all times within the Health and Safety, Safeguarding and Equal Opportunities policies of CGL and any relevant referring agency
- Complete all paperwork and attend supervision meetings as directed by the project
- Participate in providing feedback via the Priority Families Online Survey for Young People
- Willingness to attend additional training

## Mandatory training for this role includes:

- Core Volunteering Skills
- Mentoring
- Safeguarding – online/classroom based

Learning achieved through completing this training can accredited through Certa (OCN) and Agored (Welsh projects only). Prospective volunteers will be able to discuss accreditation with their project manager.

Ongoing training and support is provided regularly to volunteer to provide opportunities for development.

## Selection Criteria

As part of the recruitment process prospective volunteers will be assessed against a number of criteria, which help to determine suitability for a particular role. These criteria will be assessed at various stages of the recruitment process, including application form, 1<sup>st</sup> interview, training and pre commencement discussion.

Individuals applying to become a Change, grow, live Volunteer Mentor will be required to demonstrate ability in the following areas:

- Attributes
  - Understanding the role of volunteers
  - Reliability and commitment
  - Honesty
  - Declaration of criminal record
  - Ability to hold confidential information
- Personal approach

- Motivation to volunteer
- Self awareness
- Ability to accept failure
- Ability to give support
- Confidence and ability to deal with difficult situations
- Understanding personal boundaries
- Attitudes
  - Ability to work in a non-discriminatory way
  - Respect for other people's point of view
- Communication
  - Effective listener
  - Appropriate non-verbal communication
  - Adequate verbal communication
  - Perceptive

## Recruitment process

The recruitment process in becoming a Change, grow, live volunteer involves:

- Application
- Short listing
- 1<sup>st</sup> Interview
- Conditional offer
- Training
- Pre commencement discussion
- Satisfactory DBS disclosure
- Right to work documents
- Satisfactory references
- Volunteer registration process
- ID Card Issued

## Additional Requirements:

### Education:

- GCSE or equivalent (Required)

### Location:

- Derby, Derbyshire (Required)

### Language:

- English (Required)