



Volunteer Role Title:

Policy & Development Volunteer

Responsible To:

Executive Director: Hugh Torrance

Purpose of the Role:

LEAP Sports Scotland is committed to breaking down the structural, social and personal barriers which prevent lesbian, gay, bisexual, transgender and intersex (LGBTI) people across the country from accessing, participating and excelling in Scottish sports. We believe that sport, and all the benefits it brings, should be for everyone. We are dedicated to making Scotland a proud leader in the ongoing campaign to recognise and celebrate diversity in sport.

Working with our Policy & Development Officer, the primary aim of the Policy & Development Volunteer is to help meet these core aims through supporting our work in the policy field to develop tools and resources to make sporting groups and events at all levels as LGBTI-inclusive as possible in a way which is intersectional, to amplify the voices of community members active within Scottish sports and to ensure that their concerns inform and shape our policy work.

Main Tasks:

- Developing campaign materials and literature
- Conducting and analysing the results of community consultations
- Writing, editing, reviewing and proofreading policy documentation
- Presenting evidence and speaking publicly on behalf of LEAP about our stances on issues facing LGBTI people in sporting contexts
- Making first contact with, as well as developing relationships with, relevant partner organisations to spread the reach of our campaigns
- Write blog posts for the LEAP site on relevant policy issues

Person Specification:

Skills, Qualities and Experience:

Essential:

- Excellent communication skills
- Some experience of political advocacy work

Desirable:

- Experience of writing policy documents
- Experience of developing political and/or issue-based campaigns
- Knowledge and understanding of LGBTI and sports-related issues

People from all backgrounds are welcome to apply and we would particularly encourage applications from the BME community, who are currently under-represented within our team.

Where and When:

Where:

Where work can be completed in your own time, you're very welcome to make full use of our office and collaborate where possible with members of our staff team, utilising our computers, print resources, Wi-Fi and amenities. Or, if you prefer you can work remotely and check in over phone or messenger with the Policy & Development Officer.

Where tasks may require you to meet with staff members and/or other volunteers, you may be asked to attend meetings at specific times. These times can be negotiated based upon schedules and commitments of volunteers, as well as always held in accessible locations. Phone or video conferencing can also be arranged for those unable to travel or located more remotely.

You may also be asked to attend events and meetings to represent the organization, participate in consultations and present evidence. We will support volunteers in every such instance to be able to undertake these duties where they may otherwise be faced with travel or access barriers.

When:

Time commitment will be discussed and agreed on a case-by-case basis with the Policy & Development Officer.

This work is expected to take place largely within the standard working hours of 9am-5pm, Monday – Friday, however there will be flexibility as and when necessary depending on both the commitments of volunteers as well as the schedule of specific events and activities.

Training & Support Provided:

- Introductory training and ongoing support from Policy & Development Officer
- Tailored training relevant to specific roles and/or tasks undertaken by volunteer

- Group support and supervision opportunities, including fortnightly check-ins with Policy & Development Officer to discuss anything arising in relation to their work with the organisation
- Use of any other relevant resources as required
- Volunteer social and recreational events with staff team

Expenses:

Travel expenses to and from required meetings will be reimbursed, as well as any other reasonable expenses incurred in the process of performing volunteering duties for the organisation.

Accessibility:

LEAP Sports Scotland strives always to provide a supportive environment which is cognisant of the intersectional needs of staff, volunteers and service users from a variety of diverse backgrounds. We are therefore determined to ensure that we do everything we can to help make LEAP a positive organisation to be involved with for people who are disabled or who may have any additional support or access needs.

LEAP Sports Volunteer Statement:

By volunteering with us, you are giving your time and energy to help us achieve our goals and as such it is our responsibility to create a working environment and organisational culture in which you feel comfortable, safe, included, listened to, supported and valued. It is our responsibility to ensure that we provide you with an environment of this kind. As such, we will work with you upon the initiation of any volunteer role undertaken and throughout that role to ensure that this is the case.

It is also paramount to the LEAP staff team that you enjoy and gain from your role as a volunteer with us; we believe that volunteering with us should constitute a relationship of mutual benefit which enables volunteers to pursue personal interests, develop skills, make social and professional connections, enjoy recreational opportunities and to advance their personal development. This is the ethos which informs the parameters of all our voluntary roles and we always welcome any feedback from volunteers as to how we can best ensure this.

Volunteer Support:

One of our team members will be available to you to discuss your access needs, and to develop a plan for how we can best meet them.

General queries: Angharad Englefield Nelson (anghi@leapsports.org)

Application process:

Our application is a simple online form which you can find via the volunteer section on our website: <https://leapsports.org/support-us/volunteer>

Following the submission of your application, we will be in touch within 2 weeks to advise you of the next steps.