

Plunkett UK – Special Interest Group

Equity, Diversity, and Inclusion

Hidden diversity in rural communities



Ground Rules

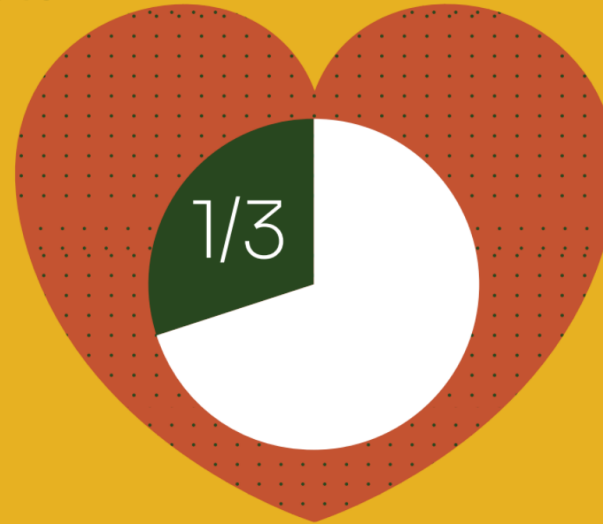
- Recognise
- Acknowledge
- No Blame
- Respect
- Individual Experience
- Trust
- Share the Air
- Not Experts
- Ask for Help

33%

of community businesses offer employment to people for whom it was their first paid job.



A third of community businesses partner with other charities/organisations to offer volunteer opportunities for people with additional support needs, a disability and/or long-term health condition



of community businesses offer employment for people with a disability or long-term health condition.

Previously on Special Interest Groups...

- It's OK not to know things
- Who isn't here?
- Start small
- Assertive outreach
- What does diversity look like in rural areas?

Becci Walker

Spectra / Care Leaver Covenant





Becci Walker
Business Engagement Consultant
Becci@spectraconnect.co.uk



SPECTRA⁺



CARE EXPERIENCE

An inclusive term meaning a person who has spent any time in the care of their local authority.

Definition and Perspective:

A Care Leaver is someone who has been in the care of the Local Authority for a period of 13 weeks or more spanning their 16th birthday.



Looked after child



Care Leaver



Kinship care



Care experienced



Lived experience of care

HOW DOES THE PROGRAMME WORK?

650+ Organisations have joined our expanding network and created exclusive opportunities for care leavers.

8,500+ Care Leavers have registered on our dedicated platform to access exclusive opportunities.

110 Universities & Colleges have put in place additional support packages for care leaver students.

100+ Local Authorities have signed the Care Leaver Covenant as partners.

HOW DOES THE PROGRAMME WORK?

CARE EXPERIENCED COMMUNITIES

Charities
Local Authorities
Colleges and Universities
Job Centre Plus network



COMPANIES





SPECTRA⁺



CONNECTS

Young people access opportunities through our website, and are sent notifications through our community portal, 'Connects'.


ABOUT CONTACT FOR CARE LEAVERS SUPPORT THE COVENANT



Organisation: **The AA**

Type: **DISCOUNT** Location: **NATIONAL** Ages: **16 - 25 Y/O**

FREE DRIVING THEORY APP WITH AA







Explore Your Opportunities

Below is a selection of **opportunities** committed to providing dedicated and continuing support for care experienced young people.

Alternatively, go and explore all of our **400+ jobs, opportunities and offers** using our fully [filterable search page](#).

| | | | | | | |
|--------------------|-------------|-----------------|-----------------------|-----------|---------------------|---------------|
| Discounts & Retail | Work & Jobs | Apprenticeships | Training & Experience | Education | Support & Mentoring | Online Events |
|--------------------|-------------|-----------------|-----------------------|-----------|---------------------|---------------|

| | | | |
|--|--|---|---|
|  <p>John Lewis Partnership Made By Care</p> More Details |  <p>Driving Theory Test App - Free Download</p> More Details |  <p>50% Off Gym Memberships for Care Leavers</p> More Details |  <p>TalkTalk</p> <p>FREE Broadband & Unlimited data for active job seekers</p> More Details |
|--|--|---|---|

Showing all 4 results

HOW DO PEOPLE FIND OUT ABOUT THE COVENANT?

We run awareness campaigns and regular events in collaboration with our Partner and Signatory Organisations.



SPECTRA⁺


Department
for Education

NEXT STEPS

Together we Thrive

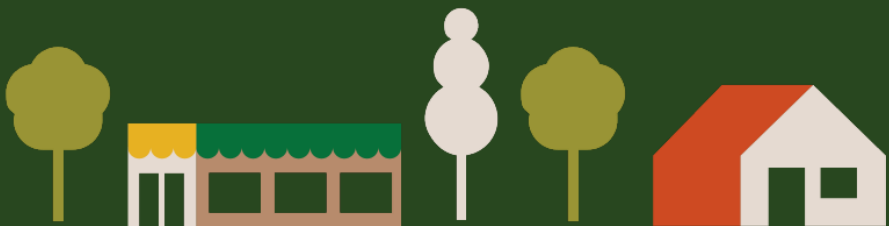
1. Reflection
2. Learn more about the CLC
<https://mycovenant.org.uk>;
becci@spectraconnect.co.uk
3. Create a tailored Offer
4. Share it with your community - make it part of your identity.
5. Build relationships - with local care leavers, support services for referrals and advice.

Open Forum

Q & A

Donna McArdle

Plunkett Adviser



Providing an inclusive volunteering experience for all

Volunteers come in all shapes & sizes

- How do we provide transformational experiences for all volunteers?
- How do we prepare to adapt to individual needs?
- How do we build a team of committed, prepared, and passionate staff and volunteers
- Can we embed a wider range of volunteer skills?
- Can we review existing volunteer experiences and evaluate gaps in our ability to support team expansion?

Providing transformational experiences for a diverse range of community members. Considering EDI helps us to...

- Widens the variety of skillsets within a team
- Creates more nurturing communities
- Gives a voice to a broader range of ideas and experiences
- Teaches us about learning from one another
- Strengthen ties within your community
- Increases social impact

EDI is everyone's responsibility!

Developing personable teams

- Consult your team/community firstly to explain you wish to widen the type of volunteer experience you provide.
- Ensure you have a robust volunteer management system in place, and any special support and risk assessments are considered. Lots of resources and organisations out there can help with this.
- Consider a placement opportunity, one day a week, even just 2 hours to properly embed the person in the workplace and ensure they become a valued member of that team. Developing skills like routine, being a team member, and developing work skills.
- Consider creating a buddy system. This allows specific team members to support and nurture this person in placement, to really get to know them and support them to be part of the team
- This ability to welcome a greater diversity of community volunteers will create a “nurturing workforce” developing that culture in any workforce, small medium or large is where the rewards to your community and team become immeasurable

Preparing to welcome a wider range of volunteer experiences

- Consider embedding inclusion into your mission, volunteer materials, and handbook
- Understand barriers and analyse accessibility
- Inclusion is about recognising needs and adapting roles, remote tasks, adaptable shift times, a buddy system and more
- Diversity recruitment, let the community know that you want to expand your volunteering opportunities
- Provide training and support to team members tasked with embedding diverse community members

Build a community of nurturing, committed, and well-resourced staff and volunteers

- Prepare the community for the journey of widening/embedding a more diverse volunteer element
- Be a progressive and conscientious community employer
- Instigate relationships with organisations that can support you to widen your EDI remit
- The implementation of a 'buddy' system. It embeds the EDI culture and supports individuals with their volunteer experience
- Ensure you feel confident as a community to develop and expand EDI practices and create the right opportunities.

- Be a well known, well connected, and respected community business/organisation that demonstrates a EDI culture.
- This aim is one of the most important as it is about your community business placing and positioning itself as a very innovative advocate and voice for EDI volunteering
- Consider creating and recruiting a buddy team from the current pool of volunteers and staff be to be trained and developed to support individuals going forward.

- Creating opportunities for a diverse and inclusive community business requires a commitment from everyone.
- Make sure you get the team ready through consultation a robust communications plan.
- Inclusive teams are a beautiful thing, that will widen the skills of your current community as well as give greater opportunities for everyone in your community to be part of what you do.
- There are lots of resources and partnerships that can be investigated and developed to support you to do this.

Q & A

Group Discussion



Thank you!

If you have any questions about today's session or your community-owned business, please get in touch.

You can email info@plunkett.co.uk or call 01993 630022.