



## **Warwickshire Pride's Volunteer Engagement Programme**

Warwickshire Pride is a completely volunteer led charity. Therefore, volunteers really are the backbone of the organisation and without their hard work, dedication and enthusiasm, Warwickshire Pride would not function effectively or be able to deliver its range of support services, social activities, and the annual Warwickshire Pride festival.

To keep volunteers engaged, an engagement programme has been created. The volunteer engagement programme aims to keep the team of volunteers connected, engaged and enthusiastic about being part of Warwickshire Pride throughout the year. The programme involves:

- A closed group on Facebook where volunteers can connect, chat and keep up to date with what is happening.
- Monthly social activities to keep the team of volunteers connected and feeling part of a valued team. Of course, it's fun too. Activities have included:
  - Bowling.
  - Meals at restaurants.
  - Parties.
  - Karaoke nights.
  - Trips to local LGBT+ bars.
  - Picnics.
- Training opportunities so volunteers can develop the skills, knowledge and confidence. Training opportunities that have been provided for volunteers include:
  - First aid.
  - Safeguarding.
  - Anti-terrorism.
  - Suicide awareness.
  - Youth work.
  - Managing challenging behaviours.

- Mental health first aid.
- LGBT+ awareness.
- Trans awareness.
- Plus training specific to their volunteer role.

The volunteer engagement programme has been about creating a welcoming, inclusive environment where each individual feels that they are a valued part of the team. Volunteers are regularly consulted on every aspect of Warwickshire Pride's work, from fundraising ideas to shaping policies. Volunteers are at the heart of everything that Warwickshire does, as is the community that the charity serves.

The volunteer engagement programme has enabled Warwickshire Pride to retain the majority of its volunteers for multiple years, with many volunteers having been part of the team since the beginning. The programme aims to create more than a strong team; it's a Pride family. Firm friendships, relationships and even marriages have resulted from the work that the volunteer engagement programme does.

There is no budget or funding for the volunteer engagement programme. Volunteers receive out of pocket expenses relating to their role and the cost of any training is covered by Warwickshire Pride, but the social activities are paid for by the volunteers. Therefore, only activities that are cost effective are considered so that the social side of the programme can be as accessible as possible.

If you have any questions or require further information, please email [info@warwickshirepride.co.uk](mailto:info@warwickshirepride.co.uk) and we'll be happy to assist you.