



Horizons

Commissioner Conference 2023
Girlguiding London & South East England



Girlguiding
London and
South East England

Including All

Looking beyond our horizons to a place where everyone is included and feels valued

Your trainers for this workshop are
Cindy Barnes and Sally Christmas

Aim and Outcome of Including All

Aim

To explore what “Including All” means and how commissioners can embed this into their districts and divisions

Outcome

Commissioners will use examples from this workshop to ensure their district and divisions are inclusive in all they do

Objectives of Including All

By the end of the workshop , commissioners will have had the opportunity to

1. Discuss the meaning of including all in Girlguiding
2. Identify the challenges they have in their districts and divisions.
3. Discuss scenarios in small groups and problem solve to discover the best approach to including all in different situations
4. Share ideas with others and create top tips

Including All

Extract from Girlguiding Strategy 2020+
Shared goals – Let's create



**Exceptional
experiences
for girls**



**Rewarding
volunteer
experience**



**Inclusive and
impactful**

Inclusion

Girlguiding values

Caring



Challenging



Empowering



Fun



Inclusive



Inspiring



Including All

Extract from Girlguiding website

Girlguiding is committed to being

an inclusive organisation

that is accessible to all girls and young women

Including All

Extract from local commissioner welcome book

Tasks you will do – Promoting guiding

Promote inclusion and provide support to units in your area to include all girls and adult volunteers.

Inclusion

Extract from region strategy

Rewarding and flexible volunteering:

Including all is relevant at all times

Including All

Protected characteristics:

<https://www.girlguiding.org.uk/information-for-volunteers/running-your-unit/including-all/equality-diversity-and-inclusion/types-of-discrimination/>

Age 18+

Caring responsibilities

Children in care

Disability

Gender reassignment

Marital or civil partnership status

Pregnancy & maternity

Race

Refugees & asylum seekers

Religion or belief

Sexual orientation

Sex

Socio-economic status

Including All

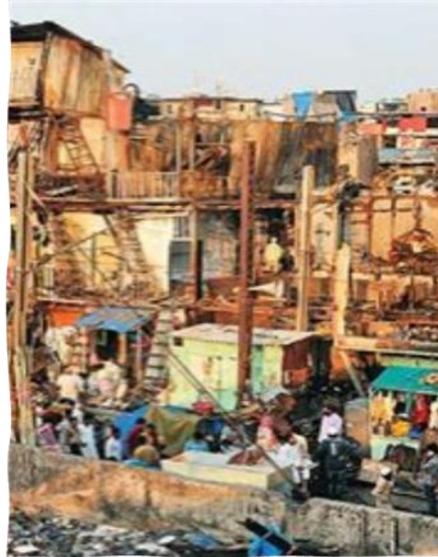
Most relevant Girlguiding policies:

<https://www.girlguiding.org.uk/information-for-volunteers/policies/>

Adult membership
Managing concerns about
adult volunteers
Anti bullying & harassment
Complaints
Digital Safeguarding
Equality & diversity

Health, safety &
welfare
Recruitment & vetting
Safeguarding
Volunteer code of
conduct
Whistleblowing
Young members

Including All



**We all live under
the same sky, but
we don't all have
the same horizon.
-Konrad Adenauer.**