



Girlguiding
Surrey West county

OUR COUNTY PLAN

2024 - 2028



OUR VISION, MISSION AND VALUES

Girlguiding Surrey West is a branch of Girlguiding, which with its branches forms the UK's leading charity for girls and young women. Girlguiding Surrey West is the biggest County within London and South East England Region with a membership of around 7000 young members and adults. We deliver the aims and objectives of Girlguiding through our 11 Divisions.

We share Girlguiding's mission and values

Our mission

Whoever they are, wherever they're from, girls can do anything



Our values

Our values are our shared commitment to be:

- Caring
- Challenging
- Empowering
- Fun
- Inclusive
- Inspiring

In line with Girlguiding London and South East Region our vision is that our county will be a diverse, supportive and connected community that offers exceptional experiences to girls and young women. Our membership will be empowered and inclusive and we will be a leading organisation for girls, young women and volunteers in Surrey West.

We will achieve our vision through four strategic priorities:

- Exceptional experiences for girls
- Rewarding volunteer experience
- Inclusive and impactful
- Sustainable organisation

Our strategic pillars are underpinned by our operational delivery plan which has been developed in conjunction with our members.

Exceptional experiences for girls

Girlguiding Surrey West will support volunteers to offer young member experiences across the county through a blended and inclusive approach.



We will achieve this by:

- Providing leaders with resources and themed badges to aid meeting planning and varied activities for girls e.g. challenge badges - developing new and promoting existing.
- Providing a number of events for young members to come together across the county. These will be publicised with as much notice as possible on the county calendar.
- Continue to maintain regular activity days at our County campsites e.g. Rainbow Winter Wonderland, Brownie Ahoy.
- Providing local areas (Districts & Divisions) with ideas and practical support to offer local events.

Give girls more opportunities to gain residential experience

- Support more leaders to complete the Going Away With qualification by introducing annual training to support leaders with GAW.
- Support leaders in finding suitable residential venues via county website
- Offer county supported residential events e.g. County PGL takeover
- Offer and promote international opportunities to girls.

Raise internal & external profile

- Continue to promote and raise awareness of the exceptional experience we offer girls on multiple platforms in order to share ideas and raise awareness
- Nurturing existing, and developing new, partnerships for example Surrey Scouts, Brooklands Museum, the NHS and McClaren.
- Attending external events e.g. Surrey Pride

Rewarding Volunteer Experience

Girlguiding Surrey West will ensure that we offer every volunteer a rewarding, fun, and enjoyable experience in our county where they feel valued and included.

We will achieve this by:

Recognition

- Thank you event including District nominations
- Launch CC thank you badge
- Celebrate 1 and 3 year service awards from Region
- Biennial fun event/residential for volunteers
- Supporting local commissioners to thank and recognise volunteers e.g. selling annual thank you badges to be used locally.

Networking and development

- Annual sectional peer support session
- County Day every 18 months with optional social element
- Annual Young Leader specific event
- Training & Development plan with a mix of formal and informal training, zoom and face to face with dates published well in advance via county calendar.
- LDP mentor support session 6 monthly
- Annual Going Away with mentor session

Communication to ensure all volunteers are kept informed

- Monthly email newsletters also shared on social media
- Targeted communications
- Social Media
- Annual drop in and chat with CC team
- CC team photos and county org chart on website
- Relaunch county calendar

Commissioner Support

- Annual commissioner peer support
- Annual virtual commissioner drop ins
- Annual commissioner mentor session



Inclusive & welcoming

Girlguiding Surrey West will be a county that is welcoming, inclusive and open to every girl, young woman and potential volunteer who wishes to join.



We will achieve this by:

Offer bespoke support to leaders via the Inclusion team

Supporting volunteers to consider inclusivity at all times, training at county day, promote awareness of adjustment plans.

Welcoming new volunteers

- Hold county warm welcome optional events
- Support Districts with resources to welcome new volunteers
- Support Units with resources to welcome young leaders and young external volunteers
- Embracing the HQ welcome initiative

Explore and support flexible guiding to allow girls on waiting lists to experience what Girlguiding has to offer.

Use county communication channels to promote the inclusion team more.

Sustainable Organisation

Girlguiding Surrey West will be sustainable, future-proved and able to achieve the delivery of our strategic aims.

We will achieve this by:

- Ensuring we have robust governance
- Being financially viable by maintaining our robust financial management approach including budgeting and setting subscription levy.
- Ensuring we have robust business plans for our two campsites.
- Developing effective succession plans
- Maintain and ideally grow membership across the county by delivering our other 3 others strategic pillars (Exceptional experiences for girls, Rewarding volunteer experience and Inclusive & welcome)
- Minimise the environmental impact of events, procurement etc where possible.

