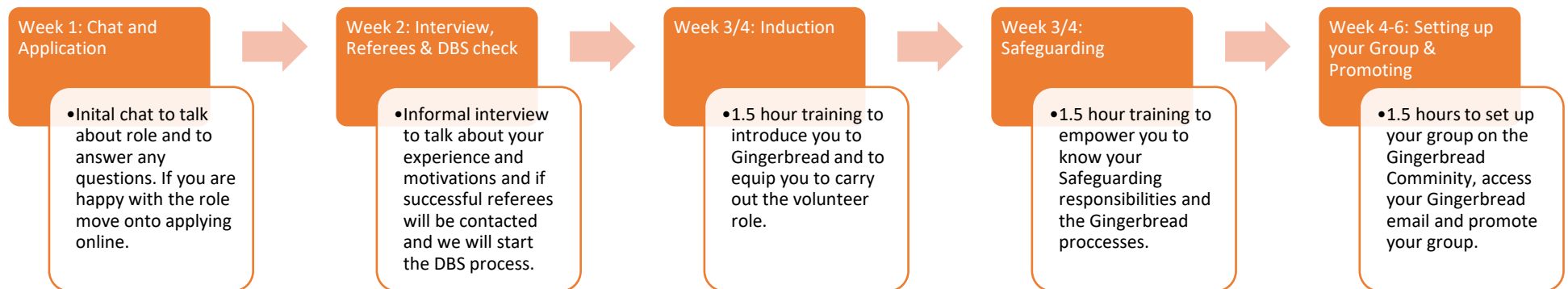




Gingerbread Volunteer On-Boarding Process



Preparing for the interview: The interview is an informal chat where we will ask you about your motivations, relevant experience and how you would deal with conflict within the group. Please let us know if you would like the questions in advance. Remember to give examples in your answers, we recommend using CAR to structure your answers – (C)ontext, (A)ction, (R)esult

Time commitments for on-boarding as a volunteer: The on-boarding process takes about 4 weeks from the application through to being ready to go as a Group Lead. We ask that you set up and launch your group in the online Gingerbread Community within a week of receiving your final induction training.

We are aware single parents are incredibly time-poor and really value your volunteering support and the incredible difference you make. We have set days / times for your induction and safeguarding training, and it is nice for new volunteers to all meet each other at these. However, if you cannot make the timings, we will be able to arrange a time during the day or evening that suits you.

Please let us know, with as much advance notice as possible, if you are unable to attend a training session. We value communication and expect volunteers to communicate with group members and ourselves in a timely manner. If you do not let us know that you are unable to attend, this may result in your applicant not being progressed. We will need to discuss with you about proceeding with your application if you cancel more than 2 meetings / training sessions during the on-boarding stage or are unable to open your group within a week of receiving training.