



Outcome 3

**People with experience of mental health problems
feel more confident to challenge mental health stigma
and discrimination.**

Volunteer Steering Group

“It was well set up and the fact that existing volunteers were presenting helped provided more insight.”

DIFFERENCES WE MADE

- 30 new volunteers recruited who are interested in volunteering in multiple parts of the programme.
- New General Induction process developed for See Me Volunteers, co-delivered by volunteers.
- Volunteers stepping into new peer-facilitator roles helped others to feel confident about tackling mental health stigma and discrimination.
- Volunteers felt that they were on a level playing field with See Me staff members, showing the positive impact that co-production can have on building the confidence of See Me volunteers.
- Having a variety of volunteering opportunities means that volunteers felt that they could learn from and support one another.

“It’s really useful to have people learning alongside you.”

“There’s not a hierarchy of volunteers [and See Me staff] which is quite nice.”

BACKGROUND

Lived experienced volunteers provide See Me with the insight into how stigma and discrimination manifests in communities across Scotland enabling the programme to effectively empower people confidently tackle stigma and discrimination. In addition, the tools, resources and campaigns volunteers co-produce with See Me are instrumental to growing its wider social movement for change. See Me’s new five-year volunteer strategy aims to work alongside volunteers to deliver a more impactful, sustainable and targeted volunteer programme which even more effectively supports, engages and empowers volunteers. A Volunteer Steering Group was launched in May 2021 to lead on this work.

PROCESS

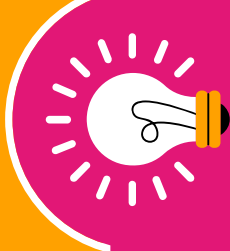
The Volunteer Steering Group involves See Me staff and volunteers and is co-chaired by two volunteers.

In order to meet the four key objectives of the Volunteer Strategy, the Steering Group has determined that volunteers inducted into See Me would benefit from having knowledge of and access to opportunities across each area of the programme.

In this way volunteers can work cross-programmatically and shape their experience according to their varied interests and needs. To achieve this, the Steering Group formed three Action Groups to drive forward all areas of the volunteer programme.

LEARNING FOR THE FUTURE

- Consider extending membership of the Action Groups to other staff and volunteers who are not members of the Steering Group.
- Volunteers would benefit from more opportunities to try out different types of volunteering at See Me.



CROSS CUTTING THEME

SOCIAL CONTACT

This work illustrates the importance of social contact as a mechanism for change, equipping people with lived experience to shape See Me’s volunteer strategy. The Volunteer Steering Group ensures that See Me’s volunteer strategy is genuinely lived experience led, continually improves the volunteer experience and guides volunteer led anti stigma opportunities across the programme.

Social contact is foundational to all programmatic work, including the delivery of See Me See Change in schools, led by See Me Youth Champions with lived experience, to ensure social contact and a peer-to-peer approach.