

Values & Equality Principles

FOR ACOSVO MEMBERS



VISION

Excellent
voluntary sector
leadership in
Scotland

AIMS

What
we will
do

01

Support, develop & inspire
voluntary sector leaders at all stages in their journey

02

Advance thinking,
ideas and resilience for the future

03

Strengthen
connections, organisations, governance, sustainability & partnerships

As part of your commitment to this vision, we ask to consider and adhere to the following values and leadership equality principles as both a member of ACOSVO and as the leader of a voluntary sector organisation.

Member Values

- To be an active member
- To strive for, & believe in the importance of, excellence in leadership
- To have a commitment to continual professional development
- To support fellow members by sharing good practice & experience, collaborating where appropriate, learning from one another, & encouraging & inspiring others
- To think strategically, consider a wider sectoral viewpoint and contribute to discussions & debates nationally as ACOSVO members
- Enable ACOSVO to be member led & help shape the future of the organisation by taking part in feedback & evaluation

Equality Leadership Principles

All voluntary sector leaders should be able to sign up to the following principles, and put them into practice within their own organisations, regardless of size.

As a voluntary sector leader,

I:

- Acknowledge there is a problem with diversity in the Scottish voluntary sector & commit to working to change that
- Recognise the important role leaders have in creating change by modelling positive behaviour & taking action
- Will learn about bias & how it impacts leadership decisions
- Commit to reflecting the diversity that the participants, donors, beneficiaries & population of the area my organisation operates within
- Commit to action & investing resources, where necessary, in order to improve diversity in my charity
- View staff as the sum of many parts rather than a single entity & recruit to build a diverse group of talented people collectively working towards a shared vision
- Recruit for potential not perfection
- Value lived experience, the ability to draw from one's own lived experience & to bring insights to an organisation that can develop its work