



Fit for Girls Tutor Information Pack





About Fit for Girls

Fit for Girls aims to inspire and empower girls and young women to create local change in their school, club and community by developing their self-esteem and confidence so they have a voice and can help other girls be inspired to start, maintain or return to sport and physical activity.

Fit for Girls offers support to local authorities, governing bodies and other national partners who have identified a need to improve the provision for girls and young women and are committed to empowering girls as part of that process.

Fit for Girls workshops

- A condensed workshop can be delivered as an option to the two workshops (two hours in length)
- The workshops are co-delivered by two members of the Fit for Girls Tutor team which allows for meaningful peer to peer delivery.
- The tutors aim to inspire and empower girls and young women to create local change in their school, club and community by developing their self-esteem and confidence so they have a voice and can help other girls be inspired to start, maintain or return to sport and physical activity.
- Optional – support in the delivery of a workshop for the workforce (ASCs, coaches, volunteers, teachers etc) led by girls who have participated in the above workshops and supported by the Fit for Girls Tutors.
- This workshop equips the network with the knowledge and tools needed to improve opportunities for girls by understanding their specific needs and strengthening the connections between schools, clubs and communities.

Principles

Fit for Girls embodies empowerment of girls. It does this in four ways:

- **Valuing girls' voices:** "I have a voice in the decisions that affect me."
Recognises that girls are best placed to determine what will suit their own needs, interests and aspirations – and those of their peers. It enables girls to share their experiences of PEPAS (their 'stories') and seeks to ensure all girls have a voice, through empathic and effective consultation.
- **Promoting peer role models:** "I see and hear from other girls like me."
Provides girls with opportunities to represent, influence and lead each other. This is reflected in national delivery as well as locally.
- **Co-creating projects:** "I can find opportunities that meet my needs."
Involves girls and adults working as equals to plan, implement and evaluate projects that will engage other girls – drawing on a simplified 'Design Thinking' approach.
- **Celebrating 'Unstoppable Girls':** "I feel like taking part is for me."
Enables girls to recognise and build on their strengths – using an 'inner selfie' to boost their self-belief – and use their skills to create local change.





Fit for Girls Tutor Role

Position: Fit for Girls tutor - voluntary role working with **sportscotland** and the Youth Sport Trust

Responsible to: **sportscotland** and Youth Sport Trust Managers

Term: Up to 2 years

Expenses: all travel, accommodation and other expenses will be covered

Core Role

- To deliver peer led Fit for Girls workshops to girls and young women and their mentors, working alongside experienced young tutors and **sportscotland** and Youth Sport Trust Managers
- To support the delivery of Fit for Girls workshops to the PEPAS network
- To inspire and empower girls and young women to create local change in their school, club and community
- To develop self-esteem and confidence in girls and young women so they have a voice for others in their school and local community

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The Fit for Girls tutor will be required to:

(supported by experienced young tutors, **sportscotland** and YST Managers)

- Deliver, creative and engaging Fit for Girls workshops that ensure learning outcomes are achieved
- Follow the Fit for Girls Code of Conduct and expectations for tutors
- Proactively communicate with **sportscotland** and Youth Sport Trust Managers
- Attend internal **sportscotland** meetings and/or external meetings with **sportscotland's** partners
- Attending events where external partners are in attendance as representatives of the Fit for Girls Tutor Team
- Be an advocate for Fit for Girls
- Follow health and safety procedures and best practice
- Engage in continuing professional development as required by **sportscotland** and the Youth Sport Trust
- Keep up to date with the required subject knowledge as well as national and local developments
- Share good practice and learning from workshops with the wider tutor team

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These requirements are not exhaustive and **sportscotland** and the Youth Sport Trust may from time-to-time request tutors to take on other specific tasks associated with the planning, delivery and review of Fit for Girls.



Person Specification

The Fit for Girls Tutor role is open to young people aged 18 – 26 years who meet the following **desirable** criteria.

Experience/Knowledge

- Leading groups and delivering/facilitating learning activities to young people
- Taking part in reflective practice following delivery/facilitation of activities
- Working with identified target groups of girls
- Understanding of the issues currently facing girls and other young people
- Awareness of programmes that target the above issues
- Understanding of equality, diversity and inclusion
- Understanding of the benefits of PEPAS

Personal qualities

- Passionate about Fit for Girls to make a difference to girls' and young women's engagement and enjoyment in PEPAS
- Good communication and organisational skills
- Able to develop others
- Ability to inspire, engage and motivate others
- Demonstrate empathy for others
- Reflective with an openness and willingness to challenge
- Experience of using a variety of technology and social media
- Able to work on own initiative and be self-motivated

Commitment

- Co-deliver at least four Fit for Girls Workshops across the year and attend at least three out of the four bimonthly online meetings and at least the development day and residential
- Commit up to 8 hours a month to prepare and deliver Fit for Girls workshops
- Attend professional development and training opportunities

Commented [MB3]: include whats in the contract co-deliver at least four Fit for Girls workshops across the year and attending at least three out of the four bimonthly online meetings and at least the development day or residential.





Benefits

- Professional development - increasing employability skills: a range of learning opportunities to support your development
- Access to new tools and learning: sharing tools, resources and learning to support young leaders and the PEPAS network to effect change for girls' and young women's engagement in PEPAS
- Connections: working with peers who share a similar passion for improving PEPAS for girls and young women
- Contribute to the development of Fit for Girls: help to adapt and strengthen the programme
- Role model – champion change to improve opportunities for girls and young women

Hear what current Fit for Girls Tutors have to say about the role

"I have had such a positive experience being involved in Fit for Girls as a tutor. I have loved every second of the delivery of the workshops and can see first-hand the positive and life changing opportunities and confidence the workshops have given girls and young women across Scotland. As a tutor, you can see the young girls taking part in the workshop grow and become more confident to make a positive change to the young girls in their local schools/communities."

"Being a Fit for Girls tutor has allowed me to connect with so many likeminded individuals who share the same passion and goal to increasing girls' enjoyment and involvement in PEPAS."

"As a Fit for Girls tutor, you develop so many transferable skills such as facilitation, confidence to deliver to larger groups and time management, all of which can be applied throughout life."

"Witnessing the growth of young girls across the Fit for Girls sessions is so rewarding and knowing you have contributed to their growth makes the role of being a tutor so special."



Next Steps

- To apply for the role, your options include online form or video application
- Ensure you convey how you meet the **experience, knowledge/understanding** and **personal attributes** of the role.
- The application should take you about 10 minutes to complete online
- There are some general questions at the start of the application we ask about you – name, contact email address etc.
- There are two questions in relation to the role, we ask you to answer in 200 words or less. You also have the option to submit a video instead of a typed answer, instructions can be found within the form.
- Ask you to supply contact details for a referee and to copy and paste a supporting statement from your referee
- To find out more about the role and watch our tutors' video please [visit our website](#)
- If you have any questions in relation to the role, please contact FitForGirls@sportscotland.org.uk
- Complete an application form: [click here to access the application form](#)
- We will respond to your application as quickly as possible and arrange an informal chat about the role.

Data Protection

sportscotland is required to collect and process Personal Data (as such term is defined in the retained EU law version of the General Data Protection Regulation (EU) 2016/679) (UK GDPR); the Data Protection Act 2018 (DPA 2018) (and regulations made thereunder) and the Privacy and Electronic Communications Regulations 2003 (SI 2003/2426) and any other law relating to data protection and/or the processing of personal data and privacy and reference is made to sportscotland's Volunteer Privacy Notice, a copy of which may be found at <https://sportscotland.org.uk/privacy-and-data-protection/privacy/>

sportscotland will manage the Personal Data of Fit for Girls at all times in accordance with the Data Protection Law.

Good luck and we look forward to receiving your applications!

Commented [MB4]: agree dates

Commented [HW5R4]: still outstanding happy to fit with what works best

Commented [MB6]: i have added the link to the application form

Commented [MB7]: I have updated the data protection statement based on what Kerry approved for the Fit for Girls tutors contracts in September.