



### **Volunteer Role Description: Peer Mentor**

**Project Title:** Bridge of Hope: Afghan Women Supporting Afghan Women

**Organisation:** Afghan Women's Association of Scotland (AWAS)

**Location:** Glasgow (in-person delivery)

**Reports to:** Project Coordinator

#### **Job Purpose**

Peer Mentors play a key role in supporting Afghan women in Glasgow through a peer-led, women-only wellbeing and community support programme. Drawing on their lived experience in navigating life in Scotland, Peer Mentors help create a welcoming space where women can share experiences, build confidence and feel less isolated. The role involves co-facilitating group sessions, encouraging participation, and helping create a safe, inclusive and culturally appropriate environment. Please note the role does not involve counselling but about listening, encouragement and shared understanding. Full support and training will be provided.

#### **Key Responsibilities**

- Co-facilitate peer support group sessions alongside other trained Peer Mentors (approximately 12 sessions across the project).
- Help create a safe, respectful, welcoming, confidential, and women-only environment based on trust and confidentiality.
- Encourage active participation, discussion, and mutual support among participants, ensuring all voices are respected.
- Support conversations on agreed topics such as:
  - Emotional wellbeing and self-care
  - Understanding trauma and coping strategies (non-clinical)
  - Parenting and family life in a new cultural context
  - Accessing healthcare and GP services
  - Navigating public services and everyday life in Scotland
- Contribute to the co-design of session content through a curriculum workshop.
- Support delivery of community activities, including outings and cultural events.
- Attend training sessions on facilitation, safeguarding, and wellbeing.
- Share feedback and reflections to the Project Coordinator on participant engagement and session effectiveness.
- Follow professional boundaries, organisational policies, including safeguarding, confidentiality, conflict of interest and code of conduct.
- Recognise when participants may need additional support and refer concerns to staff

## Time Commitment

- Approximately **1–2 days per month**, including preparation and session delivery
- Flexible involvement across the programme period
- Sessions delivered **in person in Glasgow**

## Person Specification

### Essential

- Afghan woman with lived experience of migration or refugee resettlement
- Confidence in spoken English.
- Ability to communicate in **Dari and/or Pashto**
- Strong communication and listening skills
- Friendly, patient, empathetic, and supportive approach
- Willingness to learn and take part in training
- Commitment to supporting and uplifting other Afghan women in the community
- Peer Mentors will be supported to undertake a basic PVG check before contact with project participants.

### Desirable

- Experience in volunteering, community work, or group activities
- Understanding of challenges faced by refugee women in Scotland
- Experience, or confidence, in speaking in small groups and facilitating discussions
- Interest in wellbeing, women's empowerment, or community development

## Support & Development

AWAS is committed to supporting Peer Mentors throughout their journey. You will receive:

- Training in peer facilitation, safeguarding, and wellbeing
- Ongoing support and supervision from the Project Coordinator
- Opportunity to develop skills in leadership and community work
- A safe and inclusive environment where your contributions are valued

## Equality Statement

This role is open to women only under **Schedule 9 of the Equality Act 2010** (<https://www.legislation.gov.uk/ukpga/2010/15/schedule/9>), due to the nature of the service being delivered to vulnerable women in a women-only setting.

## Expenses

This is a voluntary role; however, reasonable expenses (e.g. travel and participation costs) will be reimbursed in line with AWAS organisational policy.

## What Success Looks Like

- Women feel safe, supported, respected and engaged
- Sessions are delivered in a positive and inclusive way
- Increased confidence and connection among participants
- Sessions are delivered in a culturally sensitive way
- Women build trust, confidence, social connections and knowledge
- Strong teamwork between peer mentors

## How to apply:

If you are interested in this role, please register your interest at [info@awas.org.uk](mailto:info@awas.org.uk) by 31 May 2026.