


# JOIN THE LINE -UP

A group of four people standing outdoors, each holding a white bag with the Surfers Against Sewage logo. They are wearing jackets and hats, suggesting a cooler environment.

**Surfers Against Sewage**  
**Volunteer Recruitment**  
**Volunteer Regional Rep**  
September 2024

# FOR THE OCEAN



**Ocean health is vital to all of us, wherever we live. The food we eat and the water we drink. The places we work and play. The weather around us. The climate we depend on. Even the air we breathe. Society has been shaped by a healthy and stable ocean. For people to continue to thrive and live life to the fullest, the ocean must thrive too. The planet is at tipping point and change is needed now.**

From a handful of activists to a nationwide movement over the last 30 years, Surfers Against Sewage has grown into one of the UK's most successful marine conservation and campaigning charities. 30 years on, sewage and plastic pollution remain huge threats to a thriving ocean.

We must therefore continue to grow our impact to change the systems which create these issues by putting profit over people, and which promote short-term thinking to solve issues with long term consequences.

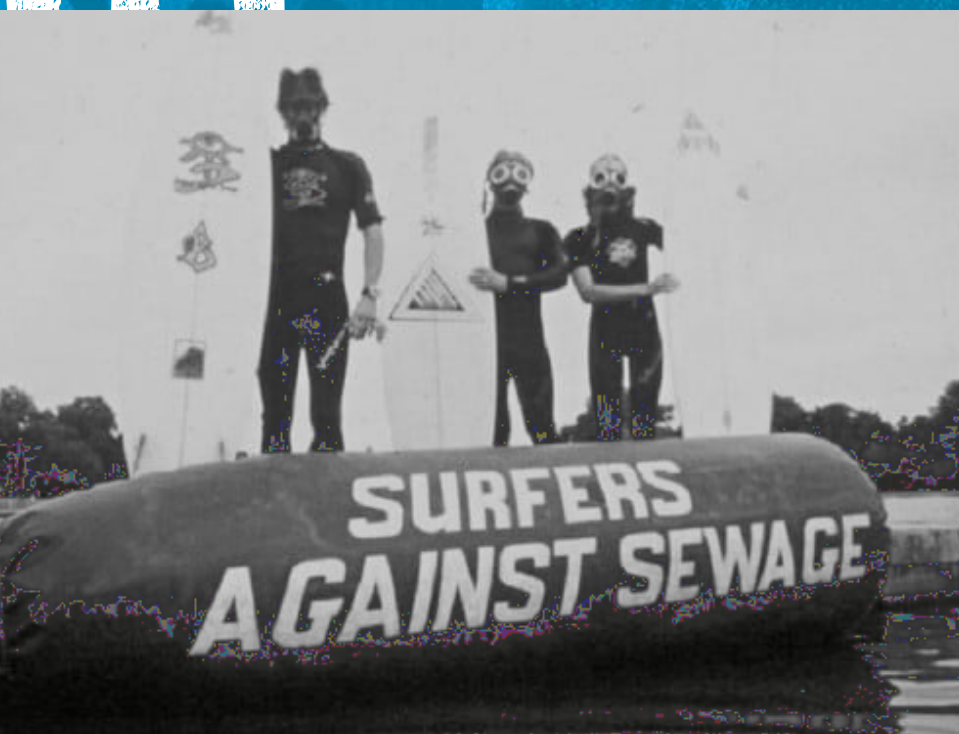
The heritage of our organisation is anchored in the ocean. Yet our reach and influence now permeates communities



and institutions nationwide, from a programme of school engagement, through to supporting community groups to monitor and lobby for better protection of inland bathing waters

In this decade devoted to the ocean, we will redouble our efforts and continue to mobilise and equip the biggest and most authentic community of ocean conservation campaigners and volunteers in the UK.

**If this inspires you then please read on to find more about who we're looking for.**





# THANK YOU FOR YOUR INTEREST IN JOINING OUR TEAM OF VOLUNTEERS!

I joined in August and couldn't be more excited to have joined the team. We will take time to look back at the amazing things SAS has achieved in 30 years and apply this wisdom to the current global context of environmental, social,

and political challenge. Our staff, volunteers, communities, and supporters make up our Ocean Activists; this is a powerful tribe which will continue to demand change and I remain optimistic that we will achieve it.

2024 will see us deliver the final year of our Ocean Impact Plan and collectively create a 2025-30 Strategic Plan. This is an exciting time to join our team and get involved in writing the next chapter, which will see us collectively create a new 5-year strategy. We will start with our Theory of Change, underpinned by science, to channel every action of every Ocean Activist into effecting real and lasting solutions."

Giles Bristow  
CEO



# ROLE DESCRIPTION



**Role:** Volunteer Regional Representative

**Reports to:** Communities Officers - Regional Reps

## ABOUT THE ROLE:

Surfers Against Sewage Regional Reps help people nurture a deep connection and desire to protect local blue and green spaces by mobilising our communities - creating Ocean Activists everywhere.

Together we take collective and impactful action, creating waves of change for a Thriving Ocean Thriving People. As a Regional Rep you'll lead and work alongside a team of dedicated volunteers in your area and coordinate with them to deliver tangible change at a regional and national level. You'll receive all the training and resources you need to feel confident and supported in your role with Surfers Against Sewage (SAS).

You can get involved as much or as little as you like - this is a flexible role designed to help you make change while fitting around your life, schedule and commitments.

These are some of the ways you can make waves as a Surfers Against Sewage Regional Rep:

### Lead

By representing and hosting SAS national campaigns and community work at a local level, you'll mobilise people, creating a network of local Ocean Activists

### Campaign

By using our campaigning tools to push for policy change on a local and national level, keeping in touch with us and feeding back campaign outcomes

### Help Others Take Action

By leading community cleans and engaging other Ocean Activists in your community

### Spread the Word

By sharing information online, through talks, presentations and in local and national media

### Learn

By attending Regional Reps training events and sessions throughout the year to help you learn about Surfers Against Sewage, our policy and campaign asks and our goals

**WATER LOVERS,  
WHATEVER YOUR  
CONNECTION WITH THE  
OCEAN, JOIN US AND  
BE A PART OF WHAT  
WE STAND FOR.**

# AND INCLUSION EQUITY, DIVERSITY AND INCLUSION

Surfers Against Sewage  
Volunteer Recruitment Pack

**Here at Surfers Against Sewage, we are not ones to shy away from the big topics. Equally, we are self-aware enough to realise where we have work to do.**

We are setting ourselves ambitious but attainable targets and we recognise our engagement in Equity, Diversity and Inclusion needs a dedicated, organisation-wide strategy.

The impact of plastic pollution, water quality and climate change disproportionately affects marginalised communities, yet there is significantly lower representation in Ocean Activism from within these communities. We want to change that. Our aim to create Ocean Activists everywhere isn't a tag line, it's a mission.

We are all connected to the ocean, regardless of distance, age, gender, race, disability, sexual orientation or belief system. We want to help reconnect us all to the ocean, waterways, rivers, lakes and even the water we use in our homes and schools. It's all connected – let's protect it together.



And finally, even if you don't meet every single requirement and don't surf, here at SAS we are committed to building a diverse, inclusive and equitable workplace, so if you like the look of this, then we'd love to hear from you, so please apply using the link below.

[Regional Rep Application Form](#)

You may be exactly what we need!





STAND  
UP  
FOR  
OUR  
OCEANS



Being a SAS regional rep is so incredibly empowering. Now more than ever the ocean is in need of people willing to protect it. It's wonderful to be surrounded by others that have that same passion and dedication about protecting the ocean as you.

**Rose:** Plymouth Regional Rep



being a rep allows me to be part of a community active in the struggle against corporate greed and it's shameful approach to the life on and in our beaches, rivers and seas.

**Charlie:** Edinburgh Regional Rep



I started my Regional Rep journey in London and have since moved down to Cornwall. Being a Rep has given me the opportunity to make a difference in so many ways, from connecting with my local community, to being part of huge political campaigns.

It has allowed me to fight for a greener future, as well as giving me a support network and friends for life. Being part of the SAS family is one of the best things I have ever done.

**Jess:** Regional Rep Penryn



Being a rep to me means being part of a community that makes a difference. My personal contribution may be small, but collectively we're unstoppable.

**Alun:** South Wales Rep



The ever-growing SAS community believes in staying connected with the ocean. To strengthen this bond, we live by six core values, that matter deep down, to us all.

## 01. COMMUNITY

We are a community of staff, volunteers, and ocean activists. We make sure we look after our community by nurturing and supporting, treating each other as humans: With compassion, kindness and care.

## 02. PURPOSEFUL

We're serious, experienced, rigorous, determined and dedicated. We know the impact of people power and how our actions on the ground, and at the top, make a difference.

## 03. OPEN

We're passionate, down to earth campaigners with a deep, unrelenting love of the ocean. We believe in building diverse, inclusive and active communities.

## 04. AUTHENTIC

We're human, doing our best for the ocean that we all love and rely on. When we don't get things right, we learn from it. We believe in authenticity. You can't fake trust.

## 05. DYNAMIC

We're active, energetic doers. From the beachfront to the frontbench, we bring people together, empowering them to get stuck in and make real change happen.

## 06. DARING

We're creative risk-takers, willing to disrupt the status quo and show how being different makes a difference. We have edge and energy that we put to use, pushing back against norms and pushing forward a counterview of what's possible for our planet.

## HANDBOOK

When you start at SAS, you will be provided with our Handbook and a Welcome Pack including your uniform and equipment for running local cleans. The handbook was created to set out expected behaviours and ways of working; a manifestation of our values.



## How to Apply

Please complete this [application form](#) and if you have any queries please contact the Reps team on [reps@sas.org.uk](mailto:reps@sas.org.uk) or call us on **01872553001**

For the avoidance of doubt, this is a volunteering role and as such there is no remuneration attached to the role. We do however aim to cover all reasonably incurred expenses in accordance with our Volunteer Expenses Policy. A copy of which will be provided if you are successful.

## What's next?

We will review the applications and get in touch for a quick chat. We can't guarantee that we will be able to respond to all applicants. Do feel free to contact us if you want to check the status of your application: [reps@sas.org.uk](mailto:reps@sas.org.uk)

We will work with you to accommodate any reasonable adjustments.

