

Volunteering policy

This policy aims to demonstrate the principles for involving volunteers in the Green Phoenix Project. This policy was ratified by Green Phoenix trustees on 3/3/2011 and will be reviewed every three years to ensure it reflects the work of the volunteers and Green Phoenix.

Commitment

Green Phoenix recognises the right that people have to participate in the life of their communities through volunteering. It also acknowledges that volunteers contribute in many ways, that their contribution is unique, and that it can benefit users of services, staff, local communities and the volunteers themselves.

Green Phoenix values the contribution made by volunteers, and is committed to working in ways which are encouraging, supportive and which develop volunteering.

Definition

Volunteering is an important expression of citizenship and is an essential component of democracy. Volunteers are people who, unpaid and of their own free will, contribute their time, energy and skills to benefit people in the community.

Values and principles

Green Phoenix:

- Recognises the important role played by volunteers both in the work of Green Phoenix, and the important and valuable contribution made by volunteers to the fabric of the local community.
- Acknowledges the unique contribution made by volunteers to the life of communities, service users, paid staff and to the volunteers themselves. Supporting charities, volunteers and communities
- Attempts to use volunteers' skills, knowledge and experience in a way that will meet both the volunteer's and organisation's needs.
- Recognises that volunteers complement the role of paid staff.

Responsibilities

- All volunteers have a designated member of staff or volunteer to offer guidance and advice to help the volunteer carry out their tasks effectively. Volunteers will also be informed of who to contact to receive support and supervision.
- The appointed volunteer manager or designated person is responsible for the development of voluntary activities within the organisation.

Recruitment and selection

- Green Phoenix is committed to equal opportunities and believes that volunteering should be open to all regardless of age, gender, ethnicity, ability, religion and political beliefs. Individuals applying to become volunteers will be appointed in accordance with the organisation's selection procedure.
- Volunteering opportunities will be advertised widely in places that are accessible to all members of the community.
- Volunteers will be selected on their suitability for the volunteering task, matching their skills, talents and interests with the organisation's needs.
- Volunteers who are considered unsuitable for a particular task will either be offered alternative voluntary work within the organisation or referred to their nearest volunteer centre.
- All volunteers will be asked to provide at least one reference, and will be required to undertake a criminal records check if the position involves working with children or vulnerable people. They will also be invited to attend an informal interview.

Training and personal development

- All new volunteers will be welcomed to the organisation and should have an induction.
- Green Phoenix will be responsible for ensuring the volunteer is properly prepared for the work and that arrangements for support and training are in place.
- Volunteers, staff and service users will be consulted in order to develop additional volunteering opportunities.
- Training on 'managing volunteers' will be made available to those who are responsible for the work of volunteers.

Support, supervision and rewards

- Volunteers will have access to regular support and supervision. This will enable both the volunteer and supervisor to identify, monitor and evaluate the work, recognise achievements, and identify individual training needs. Volunteers will also be invited to attend team meetings where their views and opinions can be expressed.

Equality

- Green Phoenix aims to treat all volunteers fairly. The volunteer manager is responsible for dealing with problems as they arise. The volunteer manager is responsible for handling difficulties relating to the volunteer's conduct or complaints.

Volunteers' rights and responsibilities

Green Phoenix believes volunteers have the right to:

- know what is expected of them
- have clearly specified lines of support and supervision
- be shown appreciation
- have a safe work environment
- be insured
- know what their rights and responsibilities are
- be paid expenses
- be trained
- be free from discrimination
- be provided with opportunities for personal development

Green Phoenix expects volunteers to:

- be reliable
- be honest
- respect confidentiality
- make the most of training and support opportunities
- carry out tasks in a way that reflects the aims of the organisation