

Spirit's volunteering principles

In addition to the funding we have allocated to volunteering projects specifically, we know that almost all Spirit-funded projects make use of volunteers in some capacity. We also know how important high quality and inclusive volunteer management is to the experience that volunteers have. We have therefore developed a set of volunteering principles – having consulted with a range of volunteer-involving organisations – which we expect Spirit-funded projects to align with:



- ✚ Volunteering opportunities are openly advertised – where appropriate.
- ✚ The demographic of volunteers recruited is broadly representative of the diversity of the local population.
- ✚ Inclusive volunteering opportunities bring together disabled and non-disabled volunteers on equal terms.
- ✚ Financial support (e.g. travel expenses) is made available to volunteers where this will help to increase the diversity of volunteers involved.
- ✚ A combination of shorter-term and longer-term volunteering opportunities, together with opportunities of varied time commitments, provide flexibility for volunteers – within the constraints of the project. We know that volunteering can have a real transformative impact when people volunteer for 6 months or more.
- ✚ Volunteers are able to shape their volunteer role and the volunteer programme/offer – where appropriate.
- ✚ High quality volunteer management ensures a positive experience for volunteers, including:
 - Matching of individuals' skills and experience with volunteering opportunities
 - Setting and reviewing of goals for individual volunteers – where appropriate
 - Training and development opportunities for volunteers
 - Regular supervision of and communication with volunteers
 - Support for volunteers to articulate the skills they have developed through their volunteering
- ✚ Volunteers complement and supplement – but do not replace – the work of paid staff.
- ✚ Robust safeguarding arrangements are put in place to ensure the safety of all volunteers, and in particular where volunteers are working with young people and/or vulnerable adults.
- ✚ Volunteers' contributions are valued through appropriate recognition and celebration.

Our offer in return is that we commit to:

- ✚ Collect and share learning from across our network of partners.
- ✚ Signpost Spirit-funded projects to additional opportunities for their volunteers that we come across.