

Leeds Inclusive Volunteering Principles



Vision:

The Leeds volunteering offer is inclusive and creates equity. Our volunteer base is diverse and represents the communities we work with:

- There is a diverse volunteer base which brings a wide range of new skills, insights and lived experience to services
- Services actively reach and meet people 'where they are' in their communities – reaching the whole person and engaging people who feel excluded from volunteering
- Inclusive practice in volunteering is planned to shape and adapt our volunteering offer to meet the individual needs of volunteers
- Recruitment processes are accessible and simplified, and engaging in volunteering is easy
- There are attractive volunteering roles that are engaging and appealing to people from diverse communities

We encourage organisations to sign up to following the key principles underlined to demonstrate their commitment to inclusive volunteering practice.

Principles:

- **Open to learning and unlearning** – organisations are committed to engaging in regular learning around equality, diversity and equity
- **Flexibility** – offering taster sessions, removing unnecessary processes
- **Recruitment** – advertising roles in a range of different ways that are accessible, holding interviews online

- **Peer Support** – offering a buddy for volunteers when they begin a new volunteer role, holding volunteer meet ups
- **Valuing** – volunteers are valued, they have the opportunity to make a positive contribution to the organisations, volunteer celebration events, volunteers are provided with regular supervision sessions, making volunteers feel like a part of the team
- **Adequate resourcing for volunteering and volunteer management** – staff time allocated for volunteer management, paying volunteer expenses, making sure volunteers aren't taking on the role of a paid staff member
- **Allyship** – supporting and advocating for marginalised groups, amplifying people's voices, challenging discrimination, taking action to create inclusive environments
- **Respect and dignity** – volunteers have a safe and secure environment in which to volunteer and are all treated with respect
- **Equity** – considering individual needs and intersectionality, asking volunteers what adaptations they might need to volunteer, not assuming what a person's needs are, understanding a volunteer's motives for volunteering and taking action to help fulfil their aspirations
- **Volunteer Progression** – being committed to enabling volunteer progression based on the motivations and aspirations of volunteers, including promoting training and employment opportunities
- **Organisational culture** – influencing organisational culture and sharing good practice by offering training to staff who work with volunteers to ensure that everyone understands how to work with volunteers
- **Promoting volunteer self-care and boundaries** – making sure that volunteers don't over-commit to their role by establishing, sharing and, where necessary, re-iterating clear boundaries of each volunteer role