



ATLANTIC RACQUET CENTRE (ARC) VOLUNTEER POLICY

1. Introduction

Atlantic Racquet Centre is a community racquet and fitness centre where everyone can exercise, socialise and develop skills in a safe and supportive environment; an organisation that improves the health and wellbeing of all local people. Volunteers make a vital contribution to our vision. We recognise the added value that volunteers bring to our organisation and those who use our services. Volunteer involvement in this organisation does not replace or devalue the role of paid staff.

Within ARC, volunteers are involved in:

Board of Directors/Management Committee

List of roles undertaken by volunteers

ARC aims to have a reciprocal and mutually beneficial relationship with our volunteers; with their involvement informing and developing our work, and in turn our work enabling individuals to learn skills and achieve personal development through their volunteering.

The involvement of volunteers will be guided by the following principles of good practice:

The tasks to be performed by volunteers will be clearly defined, so that everyone is sure of their respective roles and responsibilities.

The organisation will comply with the Data Protection Act in the use of data held on all volunteers.

Volunteering opportunities will complement rather than replace the work of paid staff.

Volunteers will be provided with regular opportunities to share ideas/concerns with a named contact through regular supervisions.

All existing and future policies will be checked as to how they affect volunteers.

2. The Purpose of this Policy

By adopting this policy ARC aims to:

Highlight and acknowledge the value of the contribution made by volunteers.

Reflect the purpose, values, standards and strategies of the organisation in its approach to involving volunteers.

Recognise the respective roles, rights and responsibilities of volunteers.

Confirm this organisation's commitment to involving volunteers in its work.

Establish clear principles for the involvement of volunteers; and

ensure the ongoing quality of both the volunteering opportunities on offer and the work carried out by our volunteers.

This policy provides an overview of the activities carried out by volunteers currently and provides a basis for the expansion, if required, for the role of volunteers alongside paid staff. This document and the associated policies, procedures and guidance provide a framework for the involvement of volunteers.

3. Recruitment and Selection

ARC will adhere to its Diversity & Inclusion and Safer Recruitment policies when recruiting and selecting volunteers. All potential volunteers will be asked to complete a volunteer's application/registration form. Written task descriptions will outline time, commitment, necessary skills and actual duties. Where there is specific training required this will be highlighted as part of the recruitment process. Where there is a requirement for a DBS Check this will be highlighted as part of the recruitment process. All volunteers will be required to provide 2 references.

4. Support and Supervision

Once placed, we will expect volunteers to comply with existing policies and procedures. All volunteers are covered under ARC Public Liability Insurance.

All volunteers will have an induction to their volunteering which will involve an overview of the relevant policies and procedures. Following Induction, volunteers will have regular support and supervision meetings with a named contact to identify areas for development, or to discuss any issues. A record of these discussions will be held as part of the individual volunteer's records. Volunteers can have access to their records at any time.

Volunteers will be able to claim reasonable expenses for their volunteering in line with our Volunteer Expenses Policy. Volunteers should discuss any planned expenditure prior to incurring these expenses to ensure that it will be covered by the organisation.

Where volunteers have holidays or other commitments which mean that they cannot attend their normal volunteering, they should advise their named contact to ensure that we can arrange alternative cover. If volunteers require a longer break from their volunteering, they should

discuss this with their named contact. ARC will endeavour to be as flexible as possible to accommodate the needs of volunteers.

Volunteers can access learning and development opportunities which are relevant to their volunteering role throughout their time with ARC. Opportunities for Learning and Development will form part of the discussions at support and supervision sessions.

5. Problem Solving

Where a concern is highlighted – either by a volunteer or about a volunteer, this will be dealt with using the organisation’s Volunteer Problem Solving Policy.

6. Responsibility

Overall responsibility for the implementations, monitoring and review of the policy and procedures lies with the ARC General Manager. Implementation and adherence to this policy is the responsibility of all staff and volunteers within the organisation.

This Policy is recommended for approval by:

Signed:



ARC Chair: Anoushka Lynd

Date: 12/04/2024

Signed:



Club Welfare Officer: Tish Shere

Date: 12/04/2024