



ECCLESFIELD PARISH COUNCIL

Serving the Community since 1894

DRAFT VOLUNTEER POLICY

Introduction

Ecclesfield Parish Council ('the Council') exists to support, represent and provide services to the Parish of Ecclesfield.

The Council seeks to involve volunteers to:

- ensure our services meet the needs of our clients.
- provide new skills and perspectives.
- increase our contact with the local community we serve.

Principles

This Volunteering Policy is underpinned by the following principles: The Council

- Will ensure that volunteers are properly integrated into the organisational structure and mechanisms are in place for them to contribute to the Council's work.
- Does not aim to introduce volunteers to replace paid staff.
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- Expects that staff and councillors will work positively with volunteers and, where appropriate, will actively seek to involve them in their work.
- Recognises that volunteers require satisfying work and personal development and will seek to help volunteers meet these needs, as well as providing the training for them to do their work effectively.
- Recognises that it has duty of care to volunteers to ensure that, as far as reasonably practicable, they are not exposed to risks to their health and safety and safeguards it volunteers.

Practice guidelines

The following guidelines deal with practical aspects of the involvement of volunteers:

Recruitment

All prospective volunteers will be interviewed to ascertain their skills, suitability and how best their potential might be realised.

Volunteer agreements and voluntary work outlines

Each volunteer will have a volunteer agreement establishing what the Council undertakes to provide for them. In addition, they will agree to a written outline of the specific work they will be undertaking. Neither of these documents is a contract. The Council has no intention of creating a permanent contract with any volunteers.

Expenses

Volunteers will have their reasonable travel expenses reimbursed. Other expenses may be paid by agreement with the Council before they are incurred.

Induction and training

All volunteers will receive an induction into the Council and their own area of work. Training will be provided as appropriate. Where possible volunteers will be entitled to receive additional training on the same basis as paid staff.

Support

Each volunteer will have an appointed senior member of staff as their point of contact. This will be usually the Parish Clerk or another appointed senior member. They will be provided with regular supervision to feedback on progress, discuss future development and air any problems.

The volunteer's voice

Volunteers are encouraged to express their views about matters concerning the Council and its work.

Insurance

All volunteers are covered by the Council's insurance policy whilst they are on the premises or engaged in any work on the Council's behalf.

Health and safety

Volunteers are covered by the Council's Health and Safety Policy. Volunteers over 70 (who are considered vulnerable) should check the .gov.uk website for volunteering advice especially during the Coronavirus pandemic.

Equal opportunities

The Council operates an equal opportunities policy in respect of both paid staff
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and volunteers. A copy of the Equal Opportunities Policy is available from the Clerk. Volunteers will be expected to have an understanding of and commitment to our equal opportunities policy.

Problem solving

We aim to identify and solve problems at the earliest possible stage. Volunteers must discuss any issues with the Clerk or another senior member of staff as soon as any problems or issues occur.

Confidentiality

Volunteers will be bound by the same requirements for confidentiality as paid staff.

Adopted by Council: XX XXXX

Review Date: XX XXXX

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