



TALK ACTION



- Ideas and resources for engaging, supporting and developing volunteers
- Participatory, shared learning approach
- Signposting to guidance, tools, information
- Using a volunteer management framework
- Involvement/co-production approach
- Planning for your next steps in volunteer management





a Difference!


- Spending **unpaid** time doing something to benefit others (other than close friends or relatives).....
- Volunteering can be formal and organised by organisations, or informal within communities. It should always be a **free** choice made by the person giving up their time.
- [What is volunteering? | NCVO](#)

National Picture



- ↓ 7% decline in volunteering - inc informal except in 65+
- ↓ 3% decline in cont. volunteering (77%)
- ↓ Drop in satisfaction & diversity
- ↓ Cost of living
- ↓ Only 55% - expenses available

Source Community Life Survey and Time Well Spent 2021-2023

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- A glass bottle terrarium containing soil, small rocks, and a small green plant with two leaves. The bottle is tilted and sits on a dark, textured surface. The background is blurred, showing some greenery and a wooden structure.
- ☺ Wanting to make a difference 48%
 - ☺ Phone/online volunteering – 31%
 - ☺ Public sector volunteering increase
 - ☺ 65-74 olds most likely
 - ☺ Women more likely to volunteer
 - ☺ informally

Source Community Life Survey and Time Well Spent

Plan, Do, Review



Volunteer Strategy

- ✓ What you aim to achieve by volunteer support
- ✓ How you will recruit & support volunteers
- ✓ Aims, Skills, Opportunities, Challenges, Resources
- ✓ How will you Evaluate
- ✓ Involve all stakeholders inc volunteers!

Motivations for getting involved in volunteering 18-24 / 55+

The cause was really important to me 28/39

The group/club/organisation was really important to me
27/38

I wanted to improve things/help people 26/48

Help me my career/to get a recognised qualification 25/ 2

I had spare time to do it 24/42

Motivations continued 18-24 / 55+

I felt there was a need in my community 19/34

Someone asked me to give help 12 26

It's part of my religious belief/philosophy of life to help
people
11/ 19

I thought it would give me a chance to use my existing
skills 9/ 31

Source Community Life Survey and Time Well Spent

Why they continue - Impact



- ✓ I enjoy it
- ✓ It makes me feel I am making a difference
- ✓ It gives me a sense of personal achievement
- ✓ I meet new people
- ✓ It broadens my experience of life
- ✓ It improves my mental health and wellbeing

✓ Source Time Well Spent 2023

Resources/process checklist

- Volunteer supporting Polices eg Code of Conduct
- Recruitment tools inc. role descriptions
- Onboarding and induction (handbook)
- Risk assessment/H&S
- Training & development
- Supervision and other support
- Recognition
- Monitoring and review process

NB One off public events, may not require this, but as a minimum have some information for their role on the day, including contact name, feedback and thank you!



Pay expenses -
incurred for role

Agreement not a
contract

DBS check - as
appropriate

Induction inc Health
and Safety

DWP/Benefits- check

Insurance - car

[Volunteers and the law | NCVO](#)

•Role Descriptions

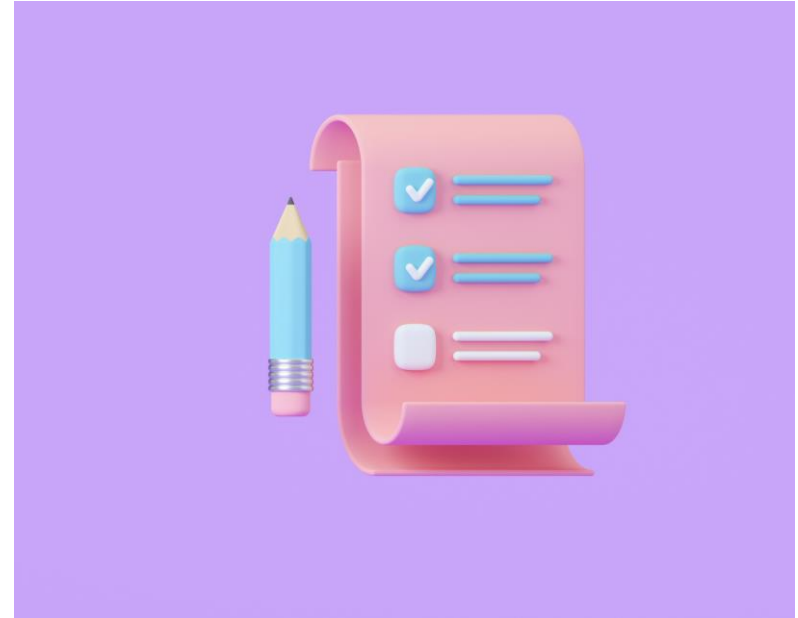
Strength based

Motivate

Remove barriers

Offer support

Clear expectations



Posters (visual)

Newsletters – yours and local

Websites

Social media (target)

Events – yours and others'

Go to them: local clubs

Word of mouth - Bring a friend



Think
target
persona!

Find

Relate



Recognise, Reward,
Retain

Appeal
Emotions
Motivations
Benefits

A to F of a Positive Volunteer Experience

- 👍 Appreciation
- 👍 Benefit – to them to others
- 👍 Communication
- 👍 Development
- 👍 Engagement
- 👍 Flexibility

