

# TEES VALLEY VOLUNTEER CHARTER



**1. Volunteering is meaningful and impactful**

Roles are created where volunteers can make an impact on the aims and objectives of the organisation and/or achieve self-development.

**2. Volunteering is welcoming & accessible**

Our volunteering opportunities are flexible and take account of an individual's motivations, needs and availability.

**3. Valuing our volunteers**

Our volunteers are recognised and valued by our staff, trustees, and service users and we have ways of acknowledging and celebrating their commitment and achievements.

**4. Volunteers have a good volunteering experience**

Our volunteers feel part of the organisation and are integrated into our work and ethos.

**5. Recruiting our volunteers**

Our recruitment processes are fair, equitable and accessible.

**6. Safe environment**

We have the relevant insurances, policies and practices in place that protect our volunteers and appropriate safeguarding and risk assessments to keep them safe. Volunteers receive a clear and appropriate induction.

**7. Good practice**

We have appropriate policies and procedures in place for managing volunteers and our volunteers are aware of these.

**8. Support for our volunteers**

Our volunteers receive regular support to enable them to carry out their volunteering role and are supervised throughout their time with us.

**9. Learning and development**

Our volunteers are provided with an appropriate induction and receive training that is relevant to their volunteering role. Further opportunities for personal development are offered should they wish to pursue this.

**10. A positive and managed exit**

Volunteers are thanked for their service and feel the time they have given is appreciated. Support is offered to identify alternative opportunities where appropriate.