

Supported Volunteering Involving volunteers with a range of abilities

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2 July 2015

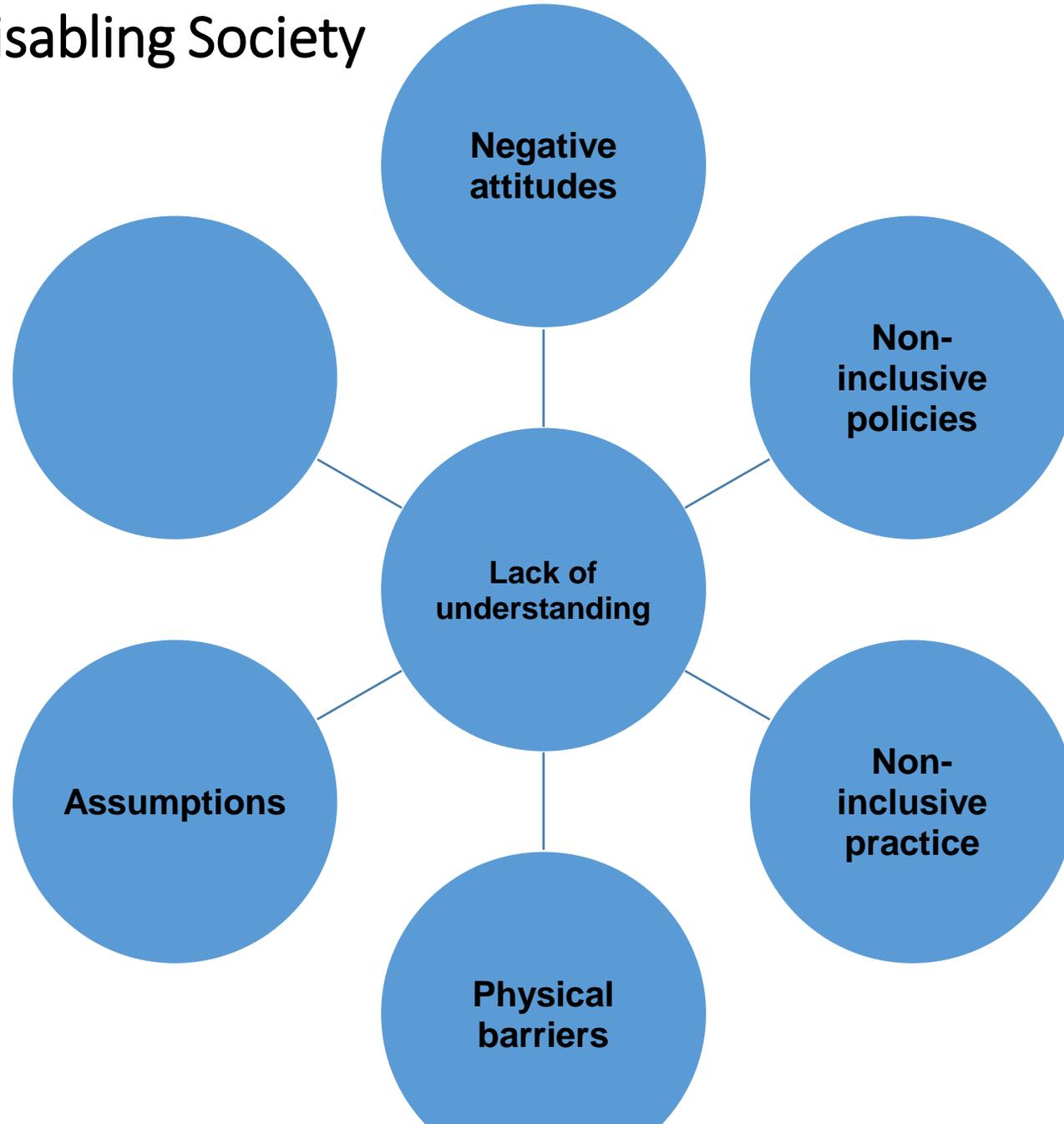
Aims

- To learn from an expert or an experienced person
- To gain ideas, simple top tips which can be used in delegates own organisations
- To learn about useful resources
- To have time to ask questions/discuss the topic

Approaches to Disability

- Medical or individual model
- Charity or provisional model
- Administrative model
- Social Model

A Disabling Society



An Alternative Definition of Disability

- **Impairment:** The functional limitations caused by a medical condition
- **Disability:** The disadvantage or restriction of activity caused by the barriers experienced by people with impairments in society.

The Social Model:

- Does not see the individual as the problem
- Involves everyone in identifying solutions
- Encourages co-operative problem solving
- Acknowledges Disabled People's rights to full inclusion in society and participation as citizens

An Individual Approach

- Building on the Social Model, recognise that impairment itself can create barriers that no amount of change will accommodate.
- The approach focuses on the needs of the individual and enables and supports them flexibly.

How Can We Use the Social Model in Our Work?

- To treat someone the same is not to treat them equally.
- Recognise the barriers
- Remove the barriers
- Enable the person

Volunteer Charter

Vision

- A society in which the contribution of disabled people as volunteers is valued and
- Volunteering opportunities are widely available on an equal and accessible basis.

Aim

- To increase the number, value and accessibility of opportunities for disabled people to volunteer their time, skills and experience.

Core Principles

As an organisation we will:

- Provide opportunities for disabled people to volunteer
- Promote the value of volunteering to disabled people as a positive experience
- Set out and agree a structure for each volunteering opportunity
- Provide a named point of contact
- Provide appropriate support, make reasonable adjustments and reimburse reasonable costs
- Undertake regular reviews to support personal development
- Provide a reference wherever appropriate.

In return we expect our volunteers to:

- Embrace the values of our organisation
- Be responsible and professional
- Provide a full commitment
- Be open about what they want from the volunteering role and their support needs.

Examples of Volunteering Roles

- Charity shops – helping customers, working on the till, window dressing / displays, sorting donations and steaming clothes
- Supporting people at home or in the community
- Campaigning or fundraising work
- Administrative roles
- And anything else ...

10 Top Tips for Including Disabled People as Volunteers

1. Concentrate on ability rather than disability.
2. Listen to the volunteer – they understand their impairment best
3. Remember what the volunteer can do for you, not what you can do for them.
4. Be clear and consistent about the role and the volunteer's responsibility to the organisation.
5. Be prepared to have some flexibility around role descriptions.

10 Top Tips for Including Disabled People for Volunteers – 2

1. Think outside the box.
2. Ask the volunteer about their communication needs.
3. Address negative attitudes towards disability, whether from staff, other volunteers or clients.
4. Prepare to challenge and to be challenged.
5. Make sure disabled volunteers feel part of the team.

Some More TipsMore

- If physical access to your premises is a particular problem, consider whether your organisation has any other locations that need volunteers, or discuss other organisations locally to you who may need volunteers
- If someone needs assistive technology to use a computer (e.g. a screenreader), ask the volunteer if they have their own that they could bring with them and / or look at free software available. Consider fundraising for the software or equipment.
- Talk to the person about the role / other volunteering roles in your organisation, and be flexible. If one person can't do everything, it's OK to divide roles between more than one person.

Inclusive Volunteering – Expenses

- Transport costs may be higher than average for disabled volunteers, for example, the cost of taxis if public transport is not accessible. Take this into account when developing your expenses policy.
- Not all volunteers will want to claim expenses. It's important to ensure that there is no stigma attached to claiming expenses for those that do.

Inclusive Volunteering – Health and Safety

- Risk assessment, emergency evacuation, first aid, health and safety training
- Consider the volunteer's age and impairment in risk assessments.
- However, do not use health and safety considerations to exclude disabled people from volunteering.
- The emphasis should be on identifying and minimising risks.

Useful Resources

10 Top Tips for Including Disabled People as Volunteers

Scope <http://www.scope.org.uk/support/disabled-people/volunteering/tips>

Inclusive Volunteering Policies

Volunteering England Good Practice Bank

<http://www.volunteering.org.uk/goodpractice>

Volunteer Management Toolkit

Voluntary Organisations Disability Group <http://www.vodg.org.uk>

Volunteer Charter

Disability Action Alliance <http://disabilityactionalliance.org.uk/projects-3/early-intervention/volunteering/volunteer-charter/>