

The Salford Volunteer Charter Pledge

We, the undersigned, agree to take practical steps to ensure our organisation works within the principles, rights and responsibilities set out in the Salford Volunteer Charter below:

Salford Volunteer Charter

This Charter has been developed by volunteers from the city of Salford with input from volunteer involving organisations for volunteers in Salford. The Charter sets out the commitment of organisations in Salford to acknowledge the rights and responsibilities of volunteers, and to recognise that they are an essential and invaluable part of the work they do. By signing up to the Charter organisations are sending out a clear statement that people volunteering in Salford do so within a positive and supportive environment.

Definition of Volunteering

This Charter is based on the following definition of volunteering:

“any activity which involves spending time, unpaid, doing something which aims to benefit someone (individuals or groups) other than or in addition to close relatives, or to benefit the environment.”

Salford Charter Volunteering Principles

This Charter recognises the following basic principles:

- Volunteering is **mutually** beneficial
- Volunteering is **independently** chosen and **freely** given
- Volunteering is **enabling** and **flexible** wherever possible
- Volunteering is of **community** or **social benefit**
- Volunteering is offered to **not-for-profit activities**

Volunteer Rights

This Charter maintains that volunteers have the following rights:

Volunteering is open and inclusive to all and every effort should be made by organisations to understand volunteers' needs and try to offer an appropriate Opportunity.
Recruitment procedures should be fair, efficient and consistent
Volunteers have a clear understanding of their tasks and responsibilities
Volunteers have access to initial and ongoing training and development opportunities
All volunteers have support from a named supervisor throughout their volunteering
Volunteers are provided with ongoing support and supervision appropriate to need
Volunteers are aware of how to raise a concern and how it will be handled
Volunteers should not be put under any moral pressure to do work which is against their principles, or for which they are not adequately trained
Volunteers should be given the same protection under health and safety regulations and relevant insurance policies as paid staff
Volunteers should not be used to replace paid staff
Travel and other out of pocket expenses are reimbursed
Volunteers have influence in their organisation and are informed about organisational issues
Volunteers are treated fairly and should not be discriminated against
Volunteers contribution is appreciated, valued and recognised
Volunteering should be a rewarding and fulfilling experience

Volunteer Responsibilities

This Charter maintains that volunteers have the following responsibilities:

To speak up if they feel their rights aren't being respected
To treat information obtained whilst volunteering in a respectful, confidential manner
To be reliable, carrying out their agreed role and attending on time and to give proper notice of change of circumstances
To be sensitive to users wants and needs
To inform named supervisor of any serious incidents or potential dangers
To ask questions if they are unsure
To recognise that they represent the organisation and therefore to act in an appropriate manner at all times
To attend regular *relevant* training and support sessions
To support other volunteers and staff in their organisation
To accept the organisations aims and objectives
To keep activities safe and in-line with policies on legislation
Seek to be enthusiastic, positive & committed

Organisation:

Signed:

Print Name:

Position:

Date:

Please tick here if you would like your organisation to be listed in Salford CVS' quarterly newsletter 'Roll Call' feature, alongside other organisations who have also 'signed-up' to the pledge.

