



INSPIRE YOUTH ZONE

YOUNG LEADERS VOLUNTEERING POLICY

1.0 Introduction

Volunteering can be a great way for young people to learn and develop new skills, gain experience for their future employment, 'give back' to Inspire Youth Zone and help their local community. At Inspire Youth Zone we strive to ensure volunteering is mutually beneficial for the young person and Inspire Youth Zone. Whether the young person works directly with young people or behind the scenes, young leaders are an integral part of the Inspire team and help us to deliver our mission.

1.1 Definition

NCVO defines volunteering as:

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

1.2 Application

Inspire Youth Zone's Senior Club members can take leadership and volunteering roles that develop skills and provide worthwhile experience through the Young Leaders project. Young Leaders provides senior club members with the opportunity to take a leadership and volunteering role that develops skills and provides worthwhile experiences within Inspire Youth Zones Junior Club provision, which provides enriching extra-curricular activities for young people aged 8 to 12. As part of the project, the Young Leaders use fun and creative ways to gather views of other members, working collaboratively with staff to implement change and deliver engaging activities during junior sessions.

1.3 Induction to the project

The young leaders undergo six training sessions that equips them to take on volunteering and leadership roles within sections of the Inspire Youth Zone, including how to plan and deliver activities in junior sessions.

Sessions include:

- Interview.
- Boundaries.
- Safeguarding.
- Dealing with Issues and Challenging Behaviour.
- Working with young people.
- Activity planning and delivery.

On completing the training, young people will be provided with a Young Leaders uniform and agree to complete a minimum of 6 hours a month, unless there are valid reasons i.e. exams, holidays etc.

1.4 Commitments

At Inspire Youth Zone we aim to be clear about the nature of the volunteer relationship and ask all young leaders to read a non-binding volunteer agreement before commencing their voluntary role with us.

Young Leaders can expect:

Drafted: Jan 21

Updated: March 22

- A supportive and positive environment that ensures they enjoy their volunteering experience.
- To be treated with respect and courtesy.
- To be treated fairly regardless of gender, sexual orientation, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or socio/economic background.
- Opportunities to undertake appropriate training.
- A named contact for support.
- Recognition and thanks
- A reference from Inspire Youth Zone upon request, once they have given time equivalent to six months' volunteering with us.
- Reimbursement of any reasonable out-of-pocket expenses incurred in the course of your volunteering (in line with Inspire Youth Zone expenses procedures).
- Adequate public liability insurance & risk assessment of activities
- Respect to your right to privacy and that of your contacts.

Inspire Youth Zone asks young leaders to;

- Complete a one-month trial in your young leaders' role.
- Support our aims and objectives.
- Maintain appropriate and professional relationships with young people.
- Remember that you are a representative of Inspire Youth Zone.
- Be clear about the time and commitment you can give.
- Meet time and duty commitments, except in exceptional circumstances, and provide adequate notice so that alternative arrangements can be made.
- Be open and honest in your dealings with us.
- Treat fellow team members, young people, parents and partners with courtesy and respect.
- Let us know if you wish to change the nature of your contribution.
- Let us know if we can improve the service and support that you receive.

1.5 Recruitment of young leaders

Inspire Youth Zone is committed to equality of opportunity and believes that volunteering as a young leader should be open to all senior club members regardless of race, religion, sexual orientation and political beliefs.

1.6 Disclosure made to the young leader while they are on duty

If a disclosure is made to a young leader whilst on a session, they must immediately inform the session lead or if the session lead is unavailable at that moment in time, they must inform another staff member.

1.7 Young Leaders working with vulnerable groups

As young leaders will be working with children it is important that they understand that they:

- Have a responsibility for others.
- Are in a position of authority.
- Must behave appropriately.

1.8 Assessing risk

As with all voluntary placements, you should carry out a risk assessment to identify any potential safeguarding issues that might occur with the tasks that young leaders are asked to undertake. These include:

- The possible emotional impact of tasks on the young leader.

Drafted: Jan 21

Updated: March 22

- The impact of pressures young leaders may be experiencing in their lives (for example during exams).

As the Young Leaders are members of Inspire Youth Zone, the project is part of the senior club offer and the Young Leader will not be left with children unsupervised a DBS check is not required. However, it is safe practice to complete a risk assessment of the suitability of the member to be a young leader when the initial interview takes place.