volunteering sa&nt
support grow celebrate

Inclusive volunteer practices

☐ Has your organisation developed an Inclusive Volunteer Action Plan?

☐ Does your organisation promote roles to diverse organisations?

☐ Have you developed an Inclusive Volunteer Statement?

☐ Do you currently engage volunteers with diverse backgrounds and abilities?

☐ Does your organisation have a volunteer reference group comprising people of all backgrounds and abilities?

☐ Training provided to volunteers e.g., cultural understanding, disability awareness

Applying for roles:

☐ Application form available in various modes e.g., hard copy, online, word doc

☐ Font style is sans serif and minimum size 12 for hard copy form

☐ Easy read forms available

☐ Language is simple and clear

☐ Include symbols where relevant e.g. phone symbol

☐ Form available in other languages

☐ Support requirement question on application form

Interview and inductions:

☐ Confirm communication preference

☐ Flexibility in time and location

☐ Various formats e.g., online, recordings, phone and face to face

☐ Accessibility features e.g. wheelchair access, interpreters

☐ Option to have a support worker/friend come along

☐ Provide questions before the interview, to provide extra time to understand and process

Volunteer roles:

☐ Role descriptors in various languages and formats

☐ Reasonable adjustments e.g. role broken down into smaller tasks

☐ Flexible time availability, negotiated with volunteer

☐ Simple step by step task instructions (written, visual)

☐ A 'go to person' for volunteer role support, e.g. another volunteer as a mentor

Ongoing support:

☐ Regular check- ins to identify further support or training requirements

☐ Implement support and training identified as soon as possible

☐ Opportunity to develop new skills or skill share with others