

Appendix A



Open Spaces Department Volunteer Strategy

To develop volunteering opportunities across all our Open Spaces and encourage people to volunteer, we are committed to:

1. Adopting local policies on volunteering to reflect local needs, resources and diversity.
2. Dedicating appropriate resources to working with all volunteers, such as money, management, staff time and materials.
3. Involving volunteers in the management and conservation of our sites, as a two way process which benefits both volunteers and the open space.
4. Developing roles for our volunteers in line with our aims and objectives, which are of value to volunteers and providing appropriate training.
5. Actively seeking to recruit volunteers who reflect the diversity of the local community.
6. Fair, transparent and consistent recruitment procedures for all potential volunteers.
7. Clear induction procedures for introducing new volunteers to the role, the organisation, its work, policies, practices and relevant personnel.
8. Managing and supervising volunteers as appropriate to their experience and need.
9. Reducing the risk of any physical, financial and emotional harm arising from volunteering.
10. Showing that we appreciate our volunteers and seeking innovative ways to demonstrate our thanks.
11. Measuring and publicising the impact of volunteering