



Volunteer policy

Introduction

Cumnor Cricket Club exists to promote cricket throughout its local community. Cumnor Cricket Club recognises that to achieve its aims it needs to involve volunteers. By involving volunteers it will support the club by:

- Increasing the knowledge base of the club
- Ensuring that the club serves its members in the most cost effective way
- Bringing a diversity of skills and experience
- Sharing the workload of existing volunteers

This Volunteer Policy is underpinned by the following principles.

Cumnor Cricket Club:

- Will ensure that volunteers are properly welcomed and integrated into the club
- Does not aim to introduce volunteers to replace paid staff
- Expects that any paid staff work positively with volunteers and, where appropriate, will actively seek to involve them in their work
- Recognises that volunteers require satisfying work and personal development and will seek to help volunteers meet these needs, as well as providing the training for them to do their work effectively
- Will treat volunteers fairly and be supportive should any difficulties arise.

Recruitment and Selection

Identifying a volunteers role

Cumnor Cricket Club will ensure that wherever possible, volunteers' roles are clearly defined. Cumnor Cricket Club will ensure that role descriptions are available to all new volunteers and will include:

- the main duties of the role
- an estimation of the time commitment that is required
- any skills, knowledge or experience that is required for the role

Cumnor Cricket Club will work with existing volunteers to create role descriptions so that their work can be properly recognised and supported and to assist with the handover of the role when it is required.

All volunteer role descriptions will be held by on the club's websites and will make them accessible to all members of the club.

Cumnor Cricket Club will promote volunteer opportunities in the following ways:

- Directly asking all members and their families
- On the club's website and notice board
- In the club's newsletter
- On the National Volunteer Database www.Do-It.org

- Through Oxfordshire Sports Partnership and its networks

All volunteer enquiries will be dealt with by the Volunteer Coordinator or person who will be responsible for the role, as soon as possible and not more than seven days after the enquiry. Potential volunteers will be given the opportunity to find out more about the club and the role and will have any policies around selection and screening explained to them.

Selection and Screening

Cumnor Cricket Club will endeavour to ensure that a volunteer is suitable for a role before they take the role on.

Where there is a choice of volunteers for a role, Cumnor Cricket Club will select the candidate based on merit. This might be their experience, knowledge or previous commitment to the club.

Where Cumnor Cricket Club identifies that a potential volunteer is unsuitable for a role, the volunteer will be informed and where appropriate offered a more suitable opportunity within the club or referred to their local volunteer centre.

Volunteers will be selected and screened for suitability through one or more of the following methods, dependent on the role:

- CRB disclosure, Self Declaration and ISA Vetting and Barring Scheme as set out in Cumnor Cricket Club Safeguarding and Protecting Children Policy.
- Informal interview / Two way
- Formal interview
- Application form
- Trial period
- References

Volunteer Agreements and Code of Conduct

Where volunteers are taking a role with a level of responsibility or where it is expected to last for a period of time, they will be issued with a volunteer agreement setting out the support that will be provided by Cumnor Cricket Club and the expectations of the volunteer.

Volunteers will also be expected to adhere to the Volunteer Code of Conduct, a breach of which may lead to the club implementing grievance and disciplinary procedures or ceasing the volunteer's involvement with the club.

Volunteer agreements are not intended to be a legally binding contract between Cumnor Cricket Club and the volunteer and may be cancelled at any time at the discretion of either party.

Expenses

Cumnor Cricket Club recognises that volunteers give their time and experience and so should not also be left out of pocket through their voluntary activities.

Cumnor Cricket Club will pay reasonable expenses incurred by volunteers in their service to Cumnor Cricket Club.

This can include:

- Travel to and from the place of volunteering
- Travel whilst volunteering
- Meals taken whilst volunteering
- Care of dependants, including children, during volunteering
- Postage, phone calls, stationery etc
- Cost of protective clothing/special equipment etc.

Induction and training

Cumnor Cricket Club will ensure that all volunteers are welcomed into the club and issued with the following information:

- Committee structure
- Useful contacts
- Safeguarding and Protecting Children Policy
- Health and Safety Policy / Emergency procedures
- Expenses claim procedure
- Volunteer Agreement
- Volunteer Code of Conduct
- Any other information relevant to the role

Cumnor Cricket Club recognises the importance of developing its volunteers and will support volunteers with their training needs.

Support may be in the form of:

- Promotion of training opportunities
- Part or full subsidy of training costs
- Mentoring
- On the job training
- Support with applications for training bursaries/scholarships

Supervision and Support

Cumnor Cricket Club will ensure that all volunteers have a point of contact who will provide a supervisory role, ensuring volunteers have the opportunity to share ideas and concerns, seek support and discuss any development needs.

Involving young volunteers

Cumnor Cricket Club will involve young volunteers where ever possible and ensure they receive recognition for their contribution.

Cumnor Cricket Club will ensure that young volunteers are properly supervised and supported to ensure their volunteering is balanced with their school and lifestyle commitments.

Insurance

All volunteers are covered by Cumnor Cricket Club insurance policy whilst they are on the premises or engaged in any work on Cumnor Cricket Club behalf.

Health and Safety

Volunteers are covered by Cumnor Cricket Club Health and Safety Policy, a copy of which will be made available to all volunteers.

Equal Opportunities

Cumnor Cricket Club is fully committed to the principles of equality of opportunity and is responsible for ensuring that no applicant, employee, volunteer or member receives less favourable treatment on the grounds of age, ability, gender, race, colour, ethnicity, sexual orientation, religious beliefs or socio-economic status.

Problem Solving

Cumnor Cricket Club aims to identify and solve problems at the earliest possible stage.

If a volunteer has any problems or concerns then they should raise them with their main point of contact/volunteer coordinator or if more appropriate with the club chairman. If a complaint or concern is raised about a volunteer, Cumnor Cricket Club will follow its grievance and disciplinary procedure which is available at ...

The main principles of the grievance and disciplinary procedure are:

- Cumnor Cricket Club will attempt to solve any problems before any formal complaint is made by discussing the issue with the relevant parties
- Volunteers will have the procedure explained to them and will be supported at all stages
- Volunteers have a right to reply to any complaint and to appeal any disciplinary action that is taken
- Any grievance will be kept confidential other than to those directly involved in the disciplinary procedure
- The outcome of any grievance or disciplinary procedure will be recorded and copies provided to relevant parties.

Confidentiality

During the course of their voluntary activity, volunteers may have access to confidential information. Volunteers are expected to use their discretion and maintain confidentiality in line with relevant policies such as the Data Protection Act 1998 and the Cumnor Cricket Club Safeguarding and Protecting Children Policy.

Adoption and review

This policy has been adopted by Cumnor Cricket Club committee on July 1st 2010 and will be reviewed within three years.