



DISABILITY BOWLS ENGLAND VOLUNTEER POLICY

1.0 Scope

This procedure defines the principles to be applied in working alongside and involving volunteers in the organisation's work.

Disability Bowls England is dependant upon the activities of volunteers within the organisation both in terms of their contributions to training, competition, support to athletes, fund raising, administration and management of the organisation, and in terms of wider roles they may effect in the sporting world and society in general.

Disability Bowls England values the role of volunteers and the contribution that volunteers make to the organisation and its services.

The role of volunteers in human services is vital in order that disabled people have a broad range of opportunities in participating in the sport of bowls.

Volunteering will be open to all, irrespective of gender, race, belief, disability, religion or age.

Disability Bowls England

recognises and acknowledges that: -

- people volunteer for many different reasons, e.g. personal satisfaction, reward of achievement, helping others, to fill in time in a meaningful way, to meet people, to gain skills that will assist in obtaining employment and to effect social change. Disability Bowls England believes all of these and other reasons are valid and should be respected.
- bowlers, designated officers and volunteers have differing experience, skills and needs and therefore it is essential to encourage an atmosphere of mutual respect and partnership that is equally valued.
- volunteers are not staff substitutes and have a unique role in the fact that they are unpaid and not employed by the organisation.
- volunteers bring added skills and experience to the organisation, which

should be utilised and maximised in a friendly and effective way.

- volunteering should be a fulfilling experience. Opportunities will be made available to develop basic and additional skills in individuals to further their own personal motivation and development during their time with Disability Bowls England.
- both the volunteer and the organisation have a responsibility for turning good intentions into effective action.

Recruitment of Volunteers

Disability Bowls England will ensure open and transparent processes are operated in the recruitment of volunteers and comply with the principles of the Equality and Diversity Policy. Safeguarding: all volunteers appointed to key roles in the organisation will be reference and Disclosure and Barring Service checked. Coaches will be required to hold a minimum NGB qualification or demonstrate a willingness to undertake training to upskill their qualifications.

Related forms: Volunteer application form, Volunteer Reference Check Form, Recruitment and Selection, Equality and Diversity Policy

Adopted by DBE Board: July 2016

Review by DBE Development Officer and Board Governance Sub Group: July 2017