



## Volunteers Agreement

Thank you for offering your time and experience to volunteer with us. Volunteers are at the heart of what we do, enabling us to promote bowls and engage with as many people as possible whatever their situation, to play this great game, to whatever level they wish. We welcome any one to join us in whatever capacity without reference to their colour, age, sexual orientation, religious beliefs, disability etc in line with our Equal Opportunities Policy.

We are grateful for the support our Volunteers give.

### What you can expect from us.

- To have fun, meet new people and be an important part of our team.
- You will have a contact who will explain what your role will be at each event.
- Full Training will be given if it is required by the task.
- DBE will retain your personal information as set out in your application, in paper and electronic form in a secure and confidential manner. It will not disclose this information without your permission to other parties. When you stop Volunteering with us this information will be destroyed.
- To treat all Volunteers fairly in line with DBE Equal Opportunities Policy.
- Any concerns or complaints should be referred to your contact, and DBE Disputes and Complaints policy will be followed.
- All Volunteers who have completed the application form are covered by DBE Liability/Personal Accident Insurance during your time with us.
- DBE do not pay Volunteers expenses unless agreed in advance with you and only if they are necessary for you to fulfil your Volunteering role. Although no Volunteer should be left 'out of pocket' by their Volunteering.
- DBE cannot accept liability for loss, theft or damage to Volunteers personal property, please do not bring unnecessary valuable items with you.

### What we would like from our Volunteers.

- To complete and sign a Volunteering application form, and to let us know of any changes in your contact details or circumstances which may affect your Volunteering with us.
- To treat all players, their families, spectators, Charity staff, Volunteers and others with consideration and respect in line with DBE Equal Opportunities Policy.
- To follow any Health and Safety instructions given. Should any injury or accident occur to report this to your contact.
- To maintain confidentiality to all matters relating to DBE's Policies, procedures and its members.
- To dress appropriately with the correct footwear etc needed for your role, to present an acceptable image for the Charity.



- When Volunteering you do not undertake any action which could distract from your role.
- You should return any equipment or documentary information relating to the DBE or its members to the Charity when you stop Volunteering with us.
- All Volunteers are free to Volunteer at a time convenient to themselves, but to ensure we are able to provide the cover needed at an event if you are unable to attend, please give us as much notice as possible. If you are unwell, or something comes up on the day which means you can no longer attend please let your contact know as soon as possible.

Enjoy your time with the us. You are the face of DBE, please be always aware of this when you are Volunteering, DBE is a friendly and inclusive organisation, and we ask that all our Volunteers and supporters reflect this in their behaviour and show DBE in a positive light.

Thank you for your support.

Steve Watson  
Chairperson DBE Charity Trust