



Inverclyde Alliance

**AGENDA ITEM NO: 9**

**Report To:** Inverclyde Alliance Board      **Date:** 14<sup>th</sup> March 2022  
**Report By:** Charlene Elliot  
Chief Executive CVS Inverclyde      **Report No:**  
**Contact Officer:** Catriona McLeod  
Development Officer  
CVS Inverclyde      **Contact No:** 01475 711733  
**Subject:** Inverclyde's Volunteers Three Year Plan (2022-25)

## 1.0 PURPOSE

1.1 The purpose of this report is to seek approval from the Alliance Board for the Inverclyde's Volunteers three year plan.

## 2.0 SUMMARY

2.1 This three year strategy (2022-25) has been developed by CVS Inverclyde, with a range of partners, aims to develop volunteering across Inverclyde, recognising the importance of helping each other and giving back to the local community. The strategy also reflects on the changing face of volunteering due to the COVID-19 pandemic. This strategy is targeted mainly towards formal volunteering; while recognising the huge value that informal volunteering plays in our society.

2.2 Inverclyde Volunteers was developed in partnership with members from both the public and third sector who formed the steering group. The steering group worked across three different work streams to develop the strategy, create a volunteer charter and build Inverclyde Volunteer Voice Survey. The survey was completed by 118 local volunteers and gathered their views and opinions on the following areas:

- Demographic
- Ethnicity
- Barriers
- Covid-19

Research information was gathered from Volunteer Scotland, Scottish Government and the Inverclyde Volunteer Voice Survey.

2.3 The action plan has five priorities:

- **Participation & Promotion** The focus will be on encouraging local volunteering and raising awareness of volunteering opportunities across Inverclyde.
- **Volunteering for the Future** This priority will have a focus on our young people and encouraging them to contribute to the local community.
- **Volunteering for All** We want to encourage volunteering for everyone and this priority will encourage organisations to offer inclusive volunteering opportunities.

- **Deprivation & Employability** This priority will focus on how we can engage with the furthest removed from volunteering and give them the opportunity to develop skills that would help them to gain employment.
- **COVID-19 Revive & Recovery** The last priority will focus on the ongoing COVID-19 pandemic and protecting our volunteers and this plan will allow us to revive and continue to build a compassionate community. The priority will also include how we can support our volunteers with their mental health and wellbeing.

2.4 A Volunteer Charter has also been developed to offer volunteers a standard of best practice in volunteer management and local organisations will be encouraged to sign up.

### **3.0 RECOMMENDATIONS**

It is recommended that the Alliance Board :

1. Notes and approves the Inverclyde Volunteers Three Year Plan.
2. Request that an update report on progress is presented to Alliance Board on an annual basis.

**Charlene Elliot**  
**Chief Executive**  
**CVS Inverclyde**

## **4.0 IMPLICATIONS**

- 4.1 Legal: none at present  
Finance: none at present  
Human Resources: none at present  
Equality and Diversity: The typical volunteer in Inverclyde is a heterosexual, white Scottish women aged between 45 and 64 with no disabilities. This strategy will aim to broaden out members of our community who are involved in volunteering.  
Repopulation: Through the development of Inverclyde as a caring compassionate community, we aim to attract more people to live here.  
Inequalities: The strategy aims to involve more people from our deprived communities as we know that people who are the furthest removed from volunteering will benefit the most.

## **5.0 CONSULTATIONS**

- 5.1 N/A

## **6.0 LIST OF BACKGROUND PAPERS**

- 6.1 Inverclyde's Volunteers Three Year Plan (2022-25)



# ***Inverclyde's Volunteers***

## ***Three Year Plan***

**April 2022 - March 2025**

[volunteerinverclyde.com](http://volunteerinverclyde.com)



# Welcome and Introduction

What could be better than an Inverclyde where volunteering is embedded in everything we do, with great opportunities available to everyone ... people from all walks of life?



It is well documented that volunteering can have far-reaching, positive impacts for those who give their time and their knowledge, as well as for those who benefit directly, and the wider community in which they live. My own experience of volunteering during the COVID-19 pandemic has given me a clear insight into the key and important role that volunteers play in our society.

Volunteers gain new skills, social connections and self-esteem. In turn, they help organisations perform more efficiently and enhance their service delivery, resulting in a society that is essentially far healthier and more resilient.

That is why I warmly welcome this three-year strategy co-produced by CVS Inverclyde and volunteering-involving organisations, with input from Inverclyde's Volunteers.

Inverclyde's Volunteers 2022 - 2025 sets out realistic, achievable goals, giving us much to consider and deliver upon. While there is already a great deal being achieved locally, it is very clear that as a caring and compassionate community we can do even more - for one, to match and surpass the national average of 27% of the adult population volunteering. Inverclyde is about 23% at present.

The many positive impacts of more people volunteering would undoubtedly be felt across Inverclyde and, moving forward, this has the potential to contribute significantly to our key local priorities.

Who wouldn't want to aspire to a more resilient Inverclyde with more of the population volunteering?

**Stephen McCabe**

**Inverclyde Alliance and Leader, Inverclyde Council**



# Thank You to All Partners for Their Commitment and Contribution to This Document



# What Is Volunteering?

## Definition of Volunteering:

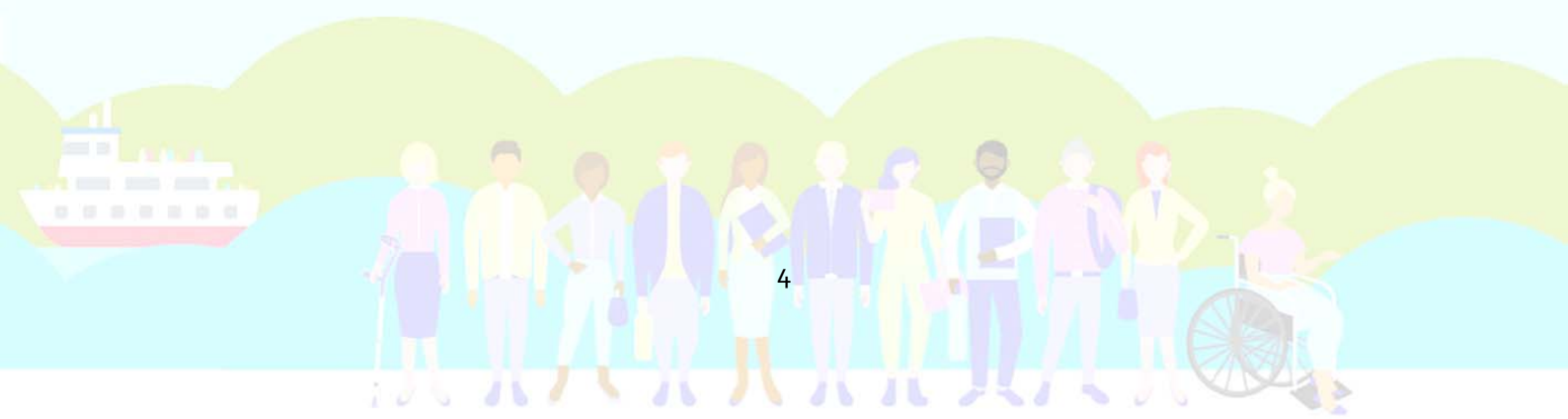
*“to offer or to do something that you do not have to do, often without having been asked to do it and/or without expecting payment”*

CAMBRIDGE DICTIONARY

## Types of Volunteering:

***Informal** Volunteering is giving unpaid help as an individual to another person but not a relative in a way that is not coordinated through an organisation*

***Formal** Volunteering is giving unpaid help as an individual to a club, organisation or group*





# Executive Summary

## Introduction

Volunteering is the giving of time and energy for the good of the community, society at large or an individual other than the volunteer themselves or a member of their family. Volunteers choose to do so of their own free will and without expectation of financial gain.

This strategy aims to develop volunteering across Inverclyde, recognising the importance of helping each other and giving back to the local community. The strategy also reflects on the changing face of volunteering due to the COVID-19 pandemic.

Inverclyde Volunteers was developed in partnership with members from both the public and third sector who formed the steering group. The steering group worked across three different work streams to develop the strategy, create a volunteer charter and build Inverclyde Volunteer Voice Survey. The survey was completed by 118 local volunteers and gathered their views and opinions on the following areas:

- Demographic
- Ethnicity
- Barriers
- Covid-19

Research information was gathered from Volunteer Scotland, Scottish Government and the Inverclyde Volunteer Voice Survey. The research allowed us to demonstrate:

- Local & National Volunteering Rates
- National volunteering picture
- National volunteering guidance
- Local volunteering barriers
- A typical Inverclyde Volunteer

This strategy is targeted mainly towards formal volunteering; while recognising the huge value that informal volunteering plays in our society.





## Context

About 23% of people volunteer in Inverclyde, (Scottish Household Survey 2018) this equates to approximately 1 in 4 people actively volunteering. Inverclyde Volunteers make a significant difference in supporting our local community and although their contribution is significant, we still perform under the national average of 27%.

The financial impact of volunteering in Inverclyde equates to volunteers contributing 2.7 million hours of help and contributing £36.0 million to the local economy.

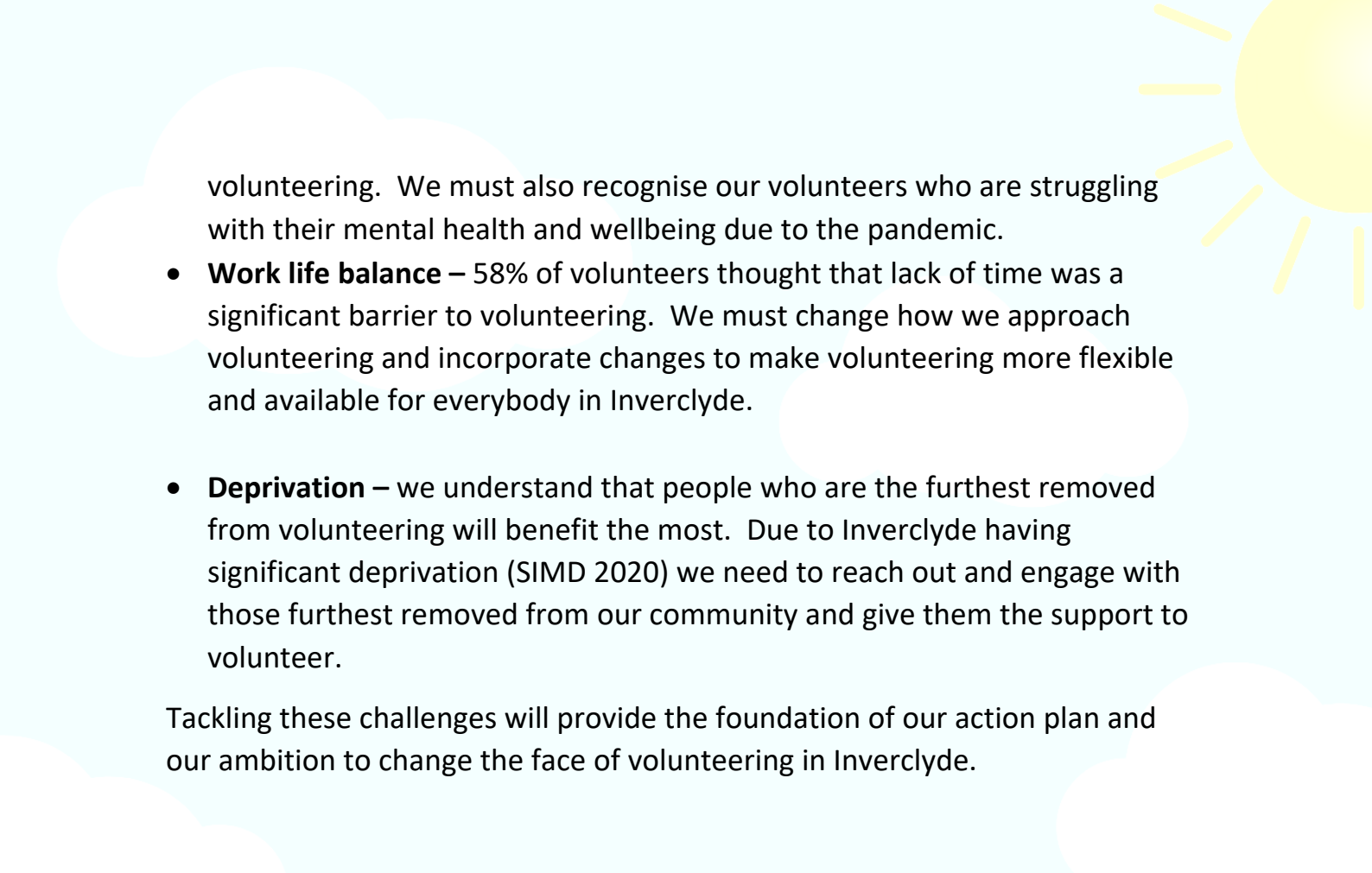
If we want to increase the number of people volunteering we must understand the barriers that our volunteers face and how we can implement change across Inverclyde.

## Barriers

We have identified a number of barriers that prevent people from accessing volunteering opportunities:

- **Awareness** – Only 38% of the volunteers surveyed recognised how and where they can access volunteering opportunities. We need to better communicate and promote volunteering opportunities across Inverclyde
- **Youth volunteering** - Only 6% of volunteers between the ages of 16-24 completed the volunteers survey, and locally we struggle to find fulfilling opportunities that are open to young volunteers under the age of 16. We must challenge this picture and include more young volunteers for the future.
- **Inclusion** – The typical volunteer in Inverclyde is a heterosexual, white Scottish women aged between 45 and 64 with no disabilities. We need to increase our diversity and allow everyone the opportunity to volunteer throughout Inverclyde.
- **Covid-19** – The pandemic has changed the face of volunteering but we must recognise those volunteers who are still struggling to return to





volunteering. We must also recognise our volunteers who are struggling with their mental health and wellbeing due to the pandemic.

- **Work life balance** – 58% of volunteers thought that lack of time was a significant barrier to volunteering. We must change how we approach volunteering and incorporate changes to make volunteering more flexible and available for everybody in Inverclyde.
- **Deprivation** – we understand that people who are the furthest removed from volunteering will benefit the most. Due to Inverclyde having significant deprivation (SIMD 2020) we need to reach out and engage with those furthest removed from our community and give them the support to volunteer.

Tackling these challenges will provide the foundation of our action plan and our ambition to change the face of volunteering in Inverclyde.

## Action Plan Priorities

We have identified five priorities that will challenge these barriers and create an Inverclyde where everyone will be encouraged to volunteer. The five priorities are:

- **Participation & Promotion**  
The focus will be on encouraging local volunteering and raising awareness of volunteering opportunities across Inverclyde
- **Volunteering for the Future**  
This priority will have a focus on our young people and encouraging them to contribute to the local community
- **Volunteering for All**  
We want to encourage volunteering for everyone and this priority will encourage organisations to offer inclusive volunteering opportunities





- **Deprivation & Employability**

This priority will focus on how we can engage with the furthest removed from volunteering and give them the opportunity to develop skills that would help them to gain employment

- **COVID-19 Revive & Recovery**

The last priority will focus on the ongoing COVID-19 pandemic and protecting our volunteers. The priority will also include how we can support our volunteers with their mental health and wellbeing

The action plan will be reviewed annually by a steering group to ensure that we are progressing all actions. We will also continue the Inverclyde Volunteer Voice Survey that will be circulated annually and will allow us to measure the changes to Inverclyde's volunteering landscape.

## **Volunteer Charter**

The aim of the charter is to offer volunteers a standard of best practice in volunteer management. The charter's principles were developed from the perspective of the volunteer and will encourage organisations to consider the support they put in place for their volunteers.

We will promote the charter encouraging organisations to sign up. In addition, we will provide support to local organisations to help them achieve this standard. The draft charter is appendix 1.

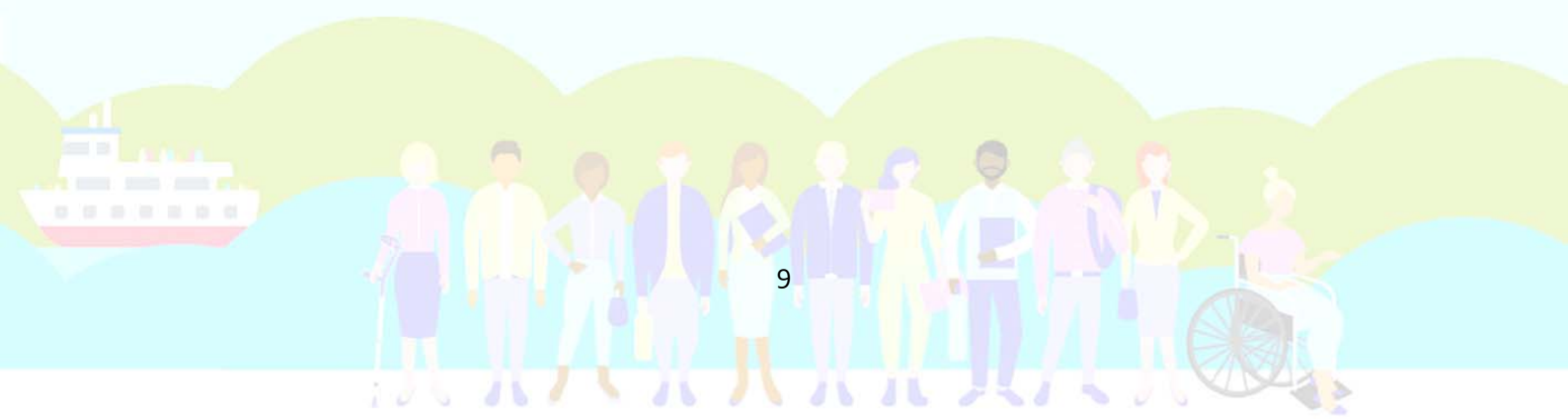
# Overview of Inverclyde

Inverclyde is located in the West of Scotland and runs along the coast of the River Clyde. The area has three towns that includes Port Glasgow, Greenock and Gourock.

The population of Inverclyde is approximately 77,060, with more females than males living in Inverclyde. The locality has an older population with the majority aged between 45 to 64 (National Records of Scotland, 2020).

Inverclyde has pockets of high deprivation and this is reflected in the local economy and employment statistics (Scottish Index of Multiple Deprivation 2020).

The voluntary sector provides support and services to the community. The sector includes 216 locally-based charities as well as a vibrant social economy sector. Volunteers across Inverclyde are recruited to support and enhance local services.



# Inverclyde's Volunteer Landscape

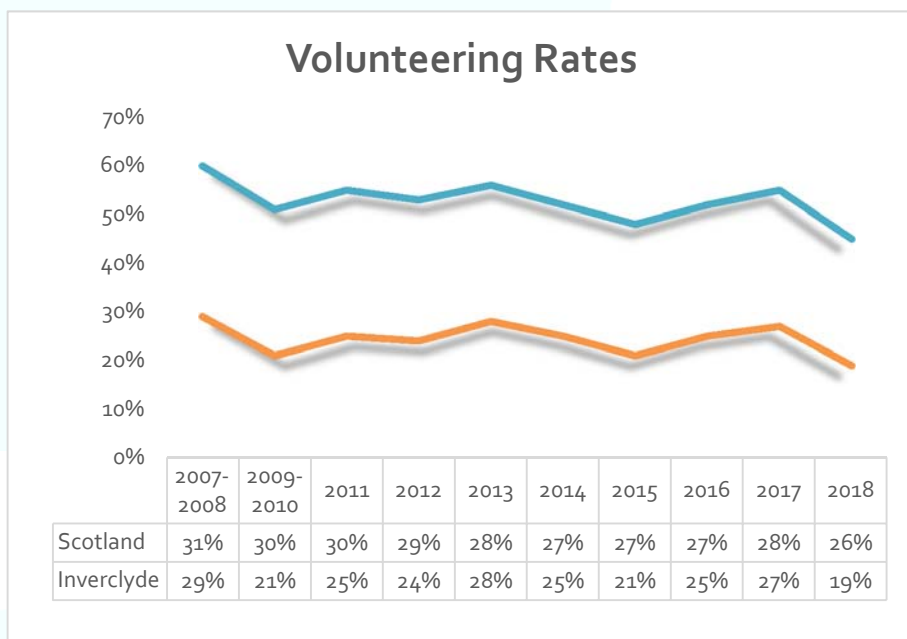
## Overview

Inverclyde has a strong vibrant voluntary sector that encourages volunteers to enhance and support local services. Volunteers have the opportunity to donate their time to numerous diverse organisations with some volunteering for more than one organisation.

Over the past ten years we have seen a small but significant decline in formal volunteering, but the COVID-19 pandemic has changed the volunteering landscape across Inverclyde as we witnessed our communities coming together to support each other.

## Volunteering Rates

The volunteering rate in Inverclyde sits at 23% (Scottish Household Survey 2018) this equates to approximately 1 in 4 people actively volunteering. We can see in the chart that although Inverclyde follows the same trends, our volunteer rate is lower than the national rate of 27% in Scotland.



## Volunteer Demographic

Inverclyde's volunteer demographic follows the national picture. Women tend to volunteer more than men and the majority of volunteers are aged between 64 to 75. Volunteers are white and where born in Scotland. Between 2015-

2018, formal volunteers in Inverclyde contributed 2.7 Million Hours of help providing £36.0 Million to the local economy. The latest figures show that 23% of adults in Inverclyde, an estimated 15,070 people, formally volunteer through an organisation or group. This is below the national average of 27%. Inverclyde has consistently been below average in terms of national volunteer contributions. Volunteer numbers have decreased in Inverclyde since 2007-2008.

## Barriers to volunteering in Inverclyde

The graphic below sets out the barriers that have been identified from the Inverclyde Volunteer Voice Survey 2021. We must be ambitious and combat these barriers to encourage more people to volunteer in Inverclyde.





# National Volunteer Landscape

## Overview

The face of volunteering has changed due to the COVID-19 pandemic. In March 2020 the reported rates had increased to 74% of people volunteering across Scotland (Volunteer Scotland/Ipsos Mori – Impact of COVID-19 on volunteer participation in Scotland Survey). We also witnessed a new sub-category of volunteering called Mutual Aid, this category was formed by unincorporated voluntary groups set up via social media channels.

Volunteering was also promoted at the national level, encouraging community members to come forward and support their localities over this time. The national rates also soared and there is still a degree of uncertainty if the pandemic has changed the face of volunteering, or if the rate will drop to pre-pandemic levels.

## Volunteering for All National Framework

In 2018 the Scottish Government and other partners came together to develop a Scottish National Framework. The development of this framework was an opportunity to change the national face of volunteering and show commitment to volunteering on a national level. The main objectives for the framework were to:

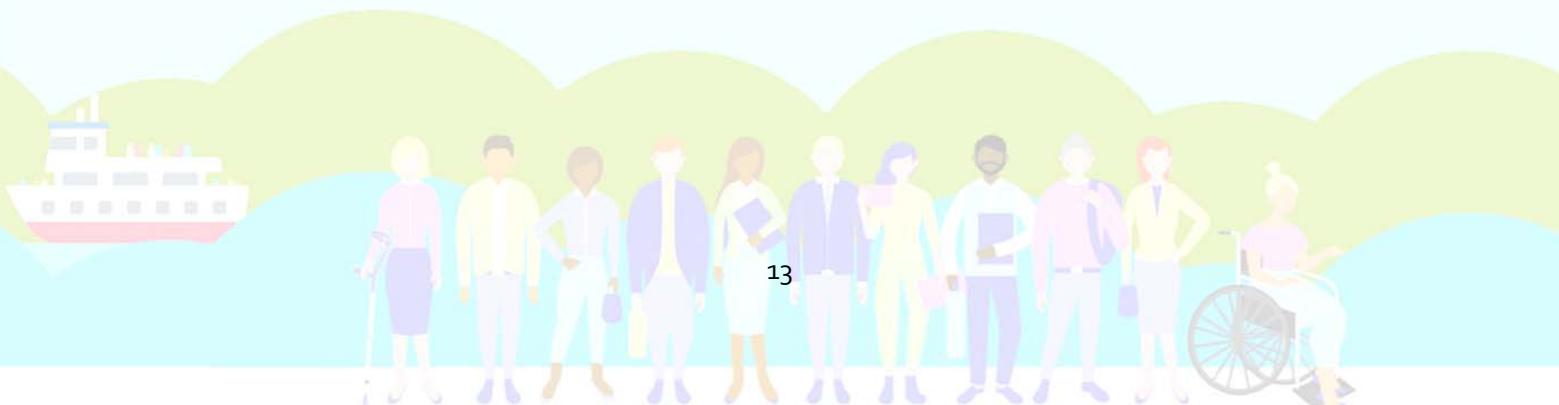
- Set out clearly and in one place a coherent and compelling narrative for volunteering;
- Define the key outcomes desired for volunteering in Scotland over the next ten years;
- Identify the key data and evidence that will inform, indicate and drive performance at a national and local level;
- Enable informed debate and decision about the optimal combination of programmes, investments and interventions.

The Volunteering For All Framework outcomes is set out below, but due to COVID-19, the Scottish Government will also develop a Volunteer Action Plan which will complement the framework and examine the implications of the pandemic.





**Scottish Government – Volunteering For All – National Framework**



# National benefits of Volunteering

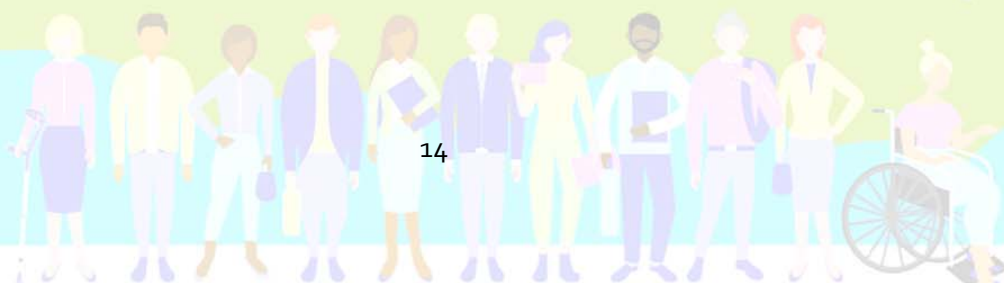
As a society we recognise that volunteering contributes to our local community. Volunteering builds transferrable skills, leads to employment and helps our health and wellbeing.

Volunteer Scotland have published a study (The Contribution of Volunteering to Scotland’s Health and Wellbeing) which focuses on Scotland’s biggest challenges such as a shortage of employment skills, an older population, social isolation and both physical and mental health. The chart below lays out how volunteering regularly can help your health and wellbeing.



## Volunteer Scotland - Health and wellbeing benefits from volunteering

National volunteering landscape is a changing picture in 2022. The COVID-19 pandemic has boosted volunteering within our local communities but we have yet to understand how this will change the national face of volunteering over the next few years.



# Inverclyde Volunteer Voice Survey 2021

## Volunteer Survey - Summary

As part of coproducing the Inverclyde's strategy, we wanted to hear our local volunteers and gather their opinions on how we move volunteering forward across Inverclyde. The survey focussed on the areas below:

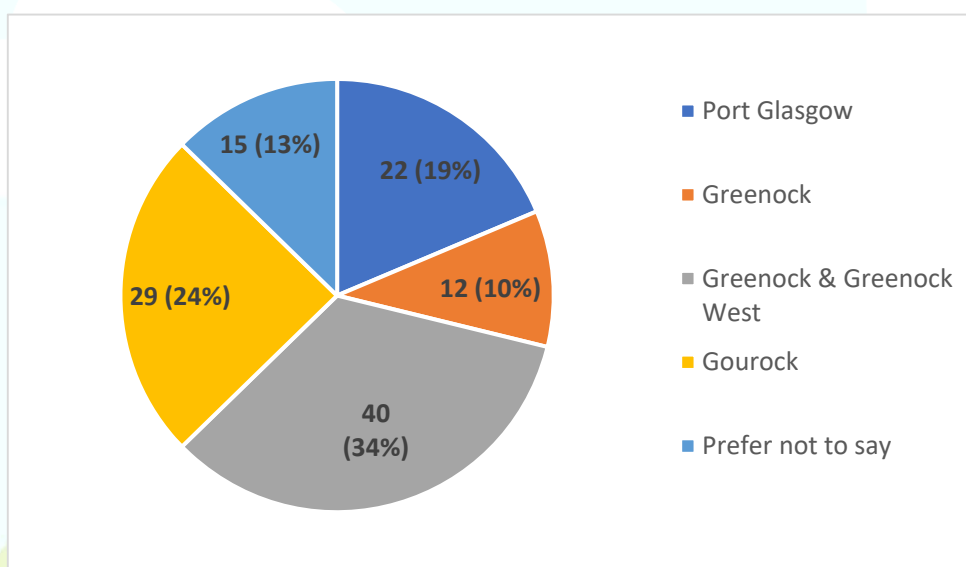
- Demographic
- Ethnicity
- Barriers
- COVID-19

The volunteer survey was launched during the first week of June in Volunteers' Week and ran until Friday 2<sup>nd</sup> July 2021. A total of 118 volunteers from across the Inverclyde area responded to the survey.

The survey will be repeated annually over the next three years to measure the local landscape of volunteering and collect our volunteers' views and thoughts.

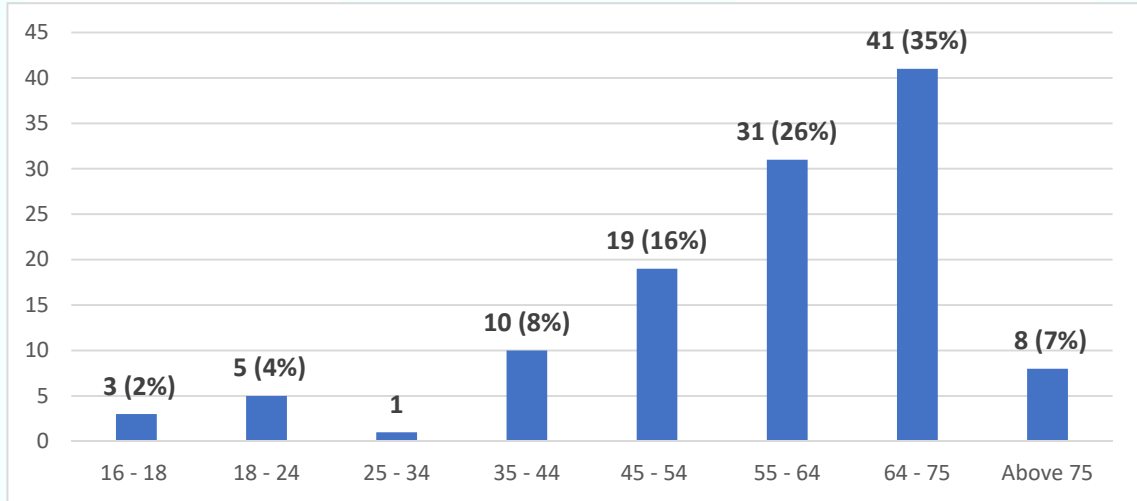
## Results

1) What postcode area do you live in?

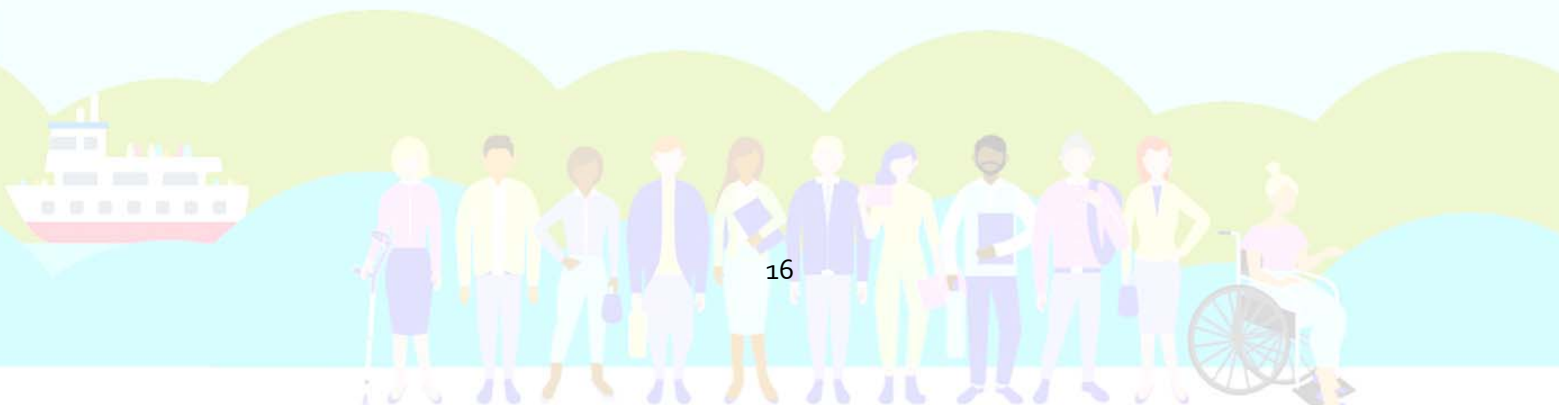
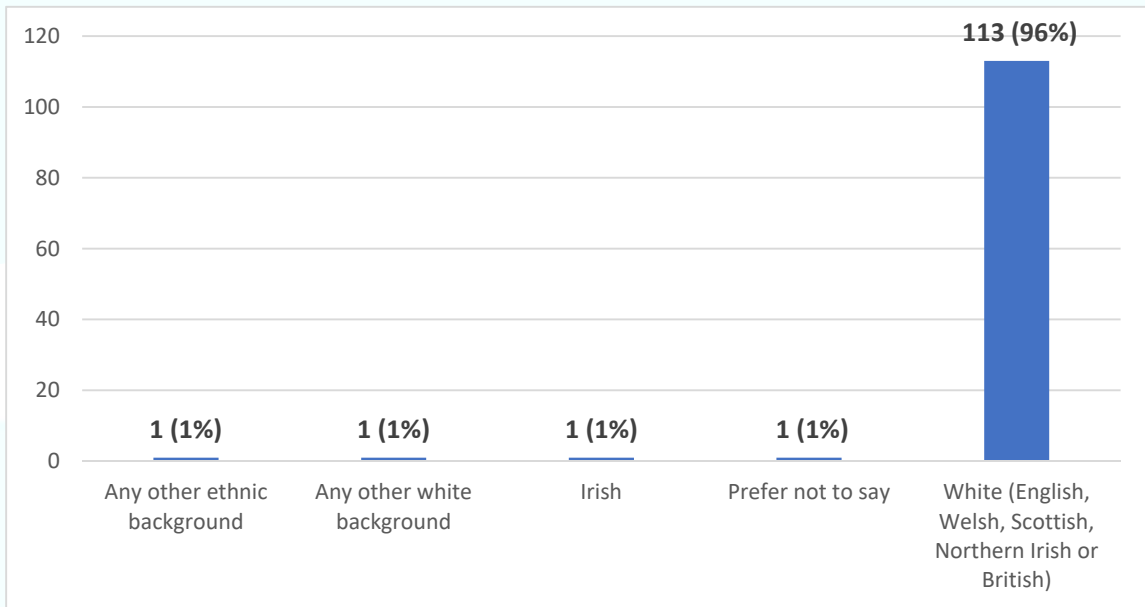


# About You

2) Please can you share with us: Your age?

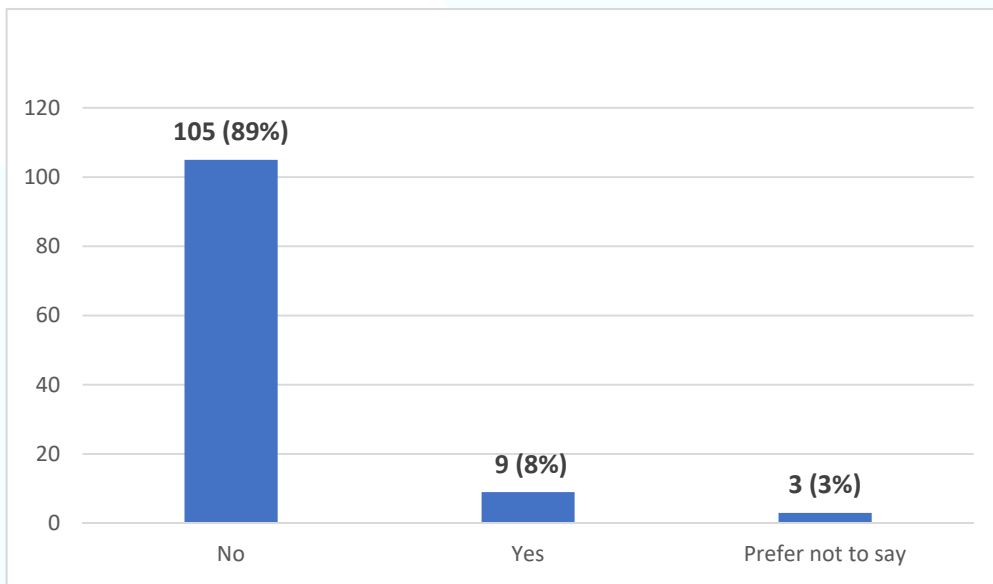


3) What is your ethnicity?

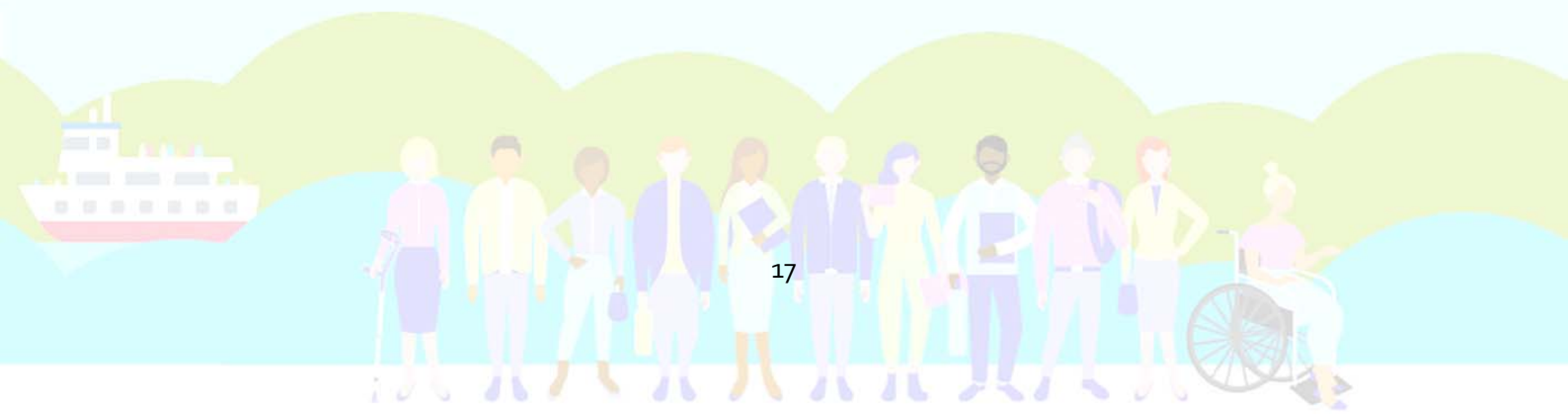
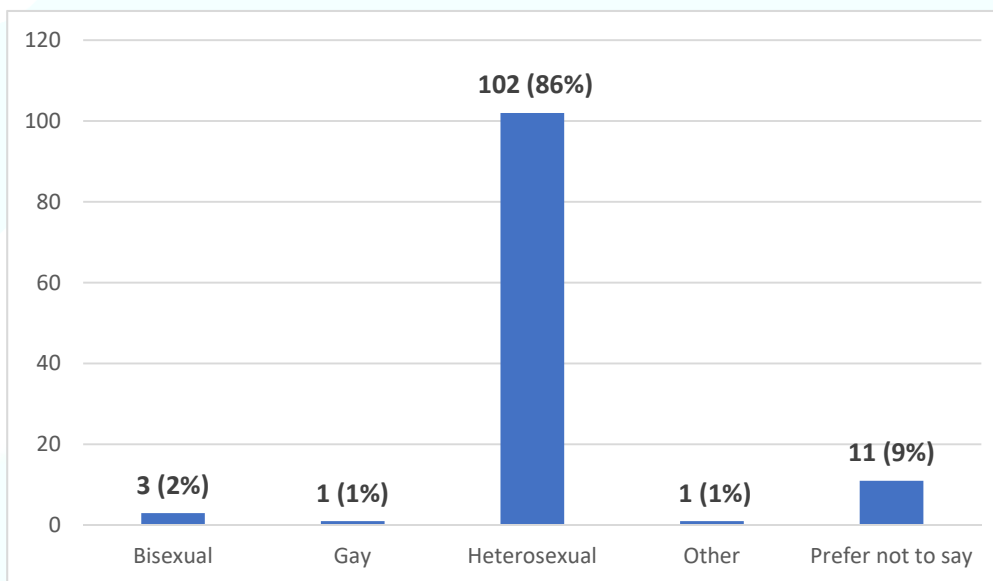




#### 4) Do you consider yourself disabled?

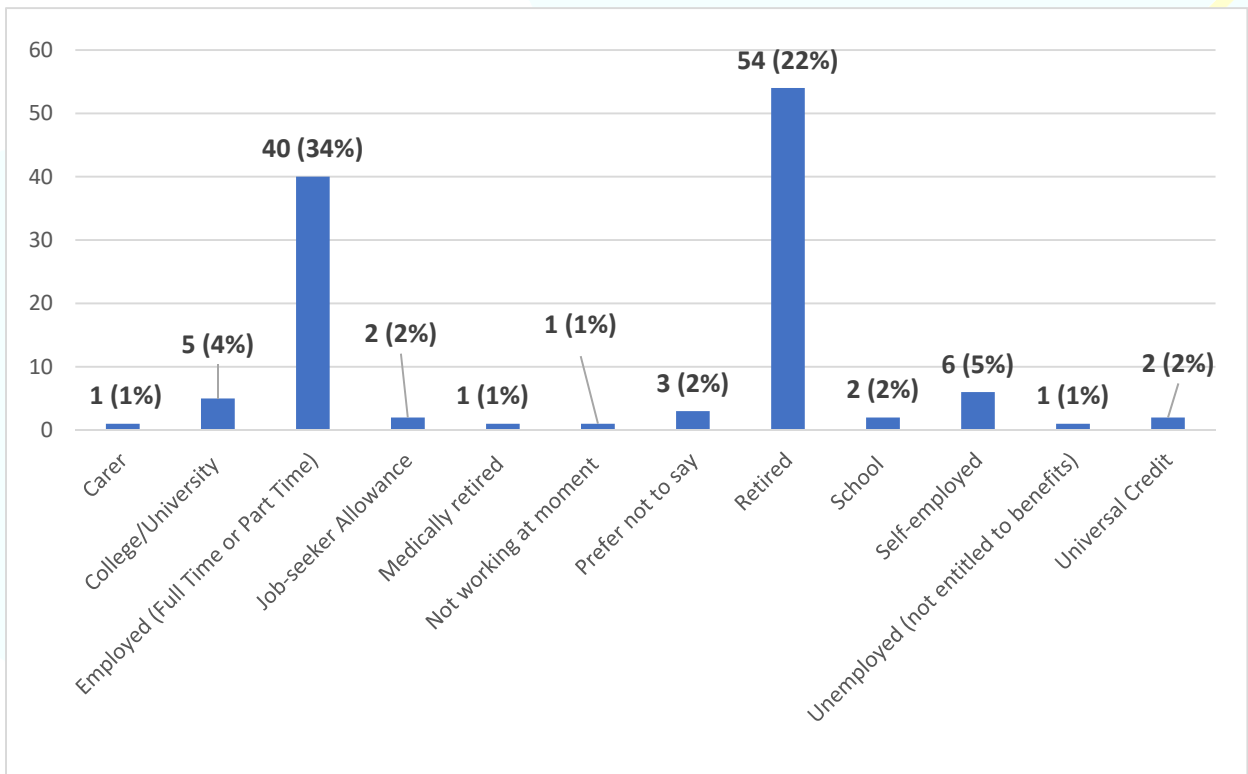


#### 5) What is your sexual orientation?

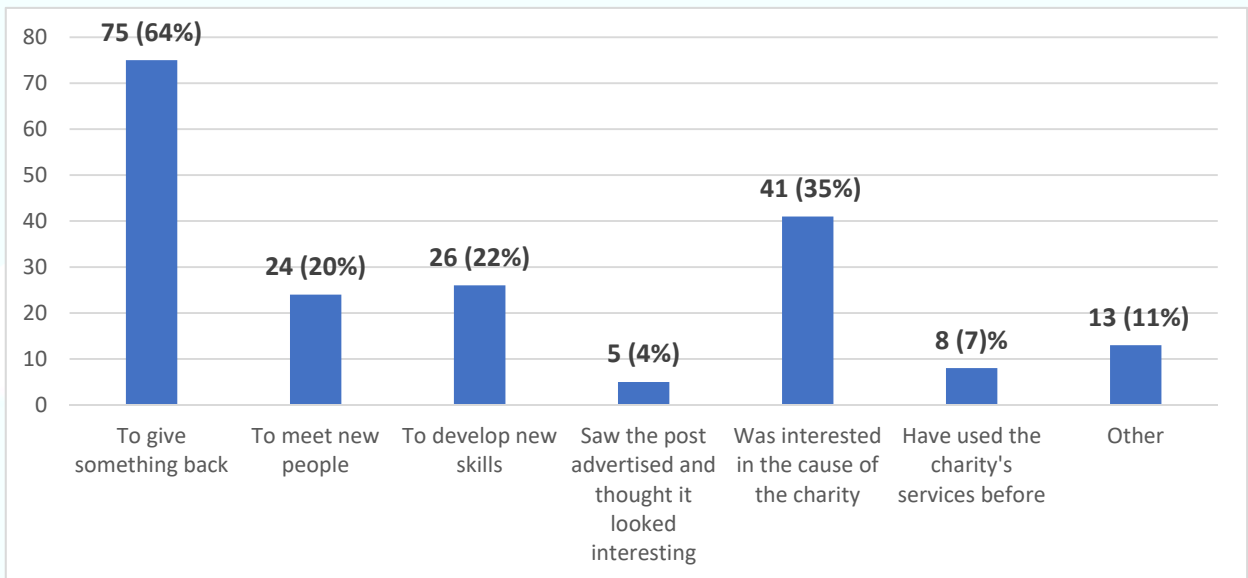




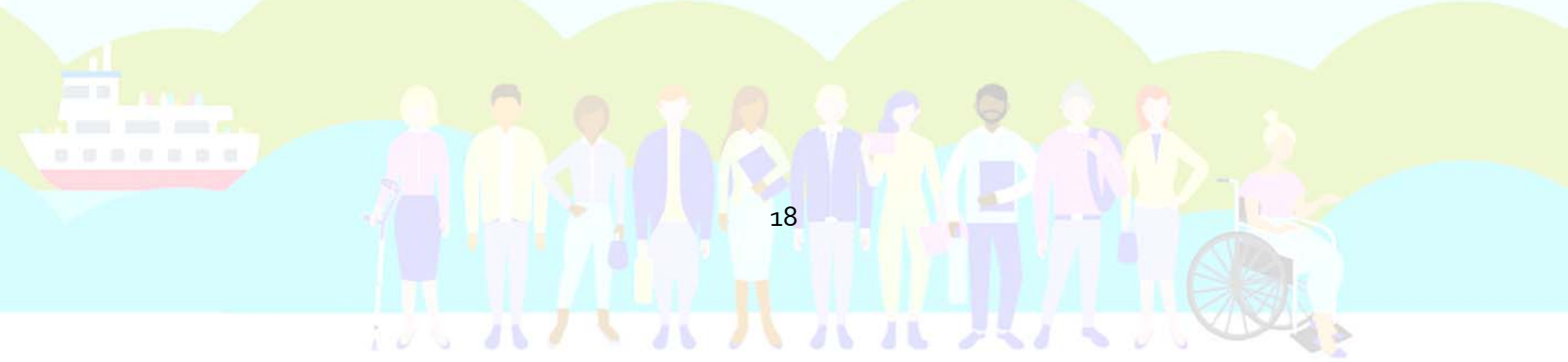
## 6) Which describes your employment status?



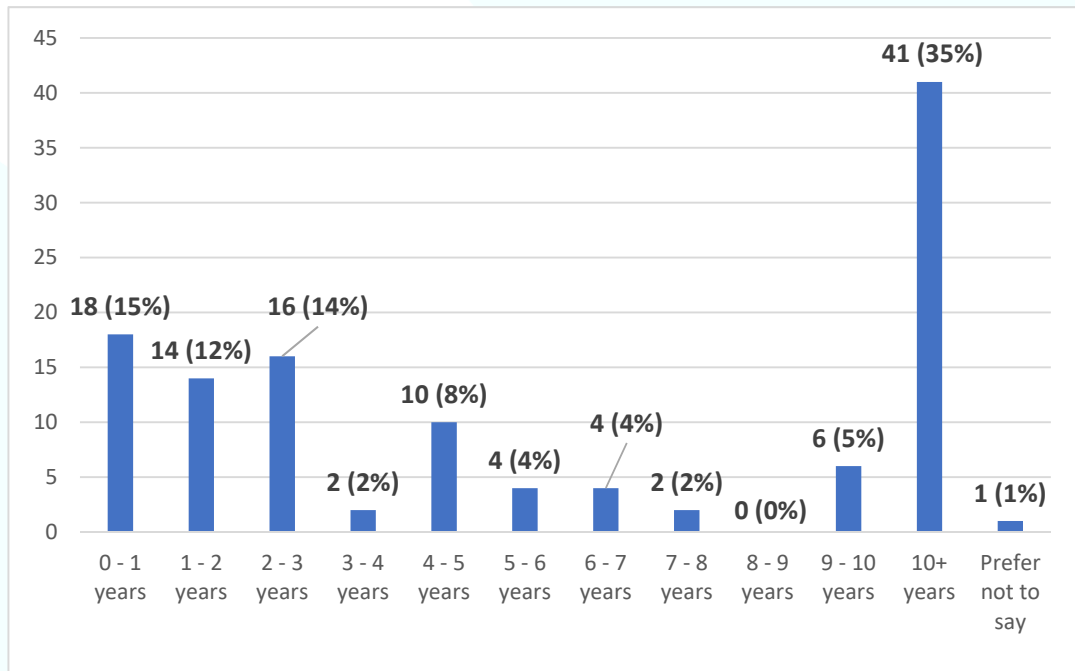
## 7) Why did you choose to volunteer?



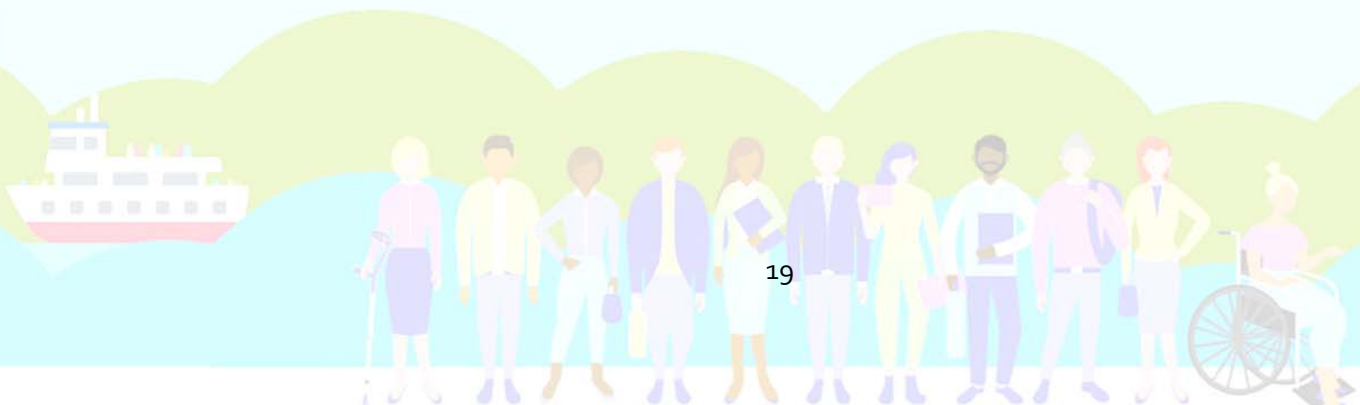
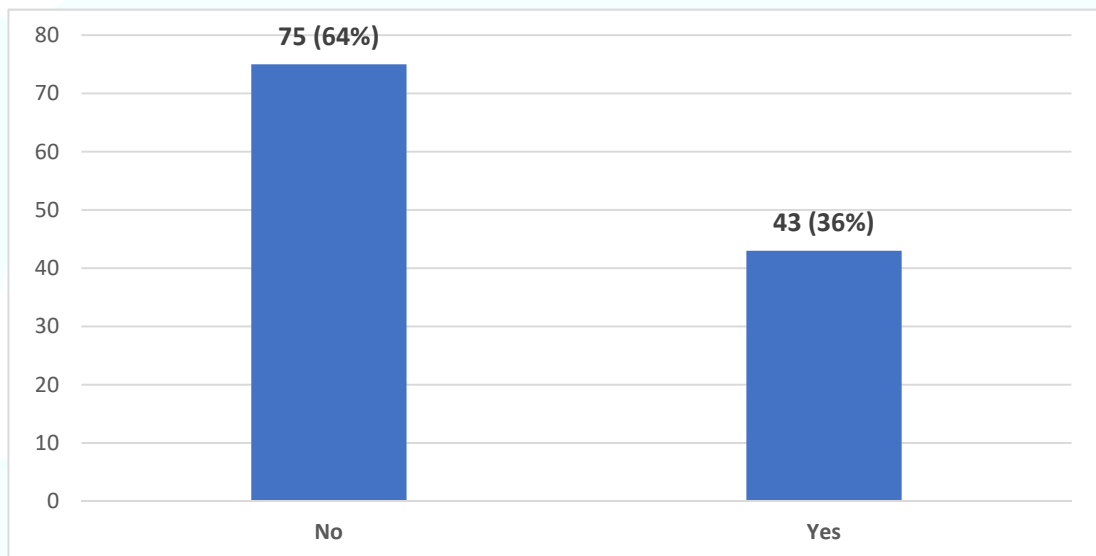
Out of the 13 responses for other 4 stated they felt a connection to the cause and 2 said there was a local connection



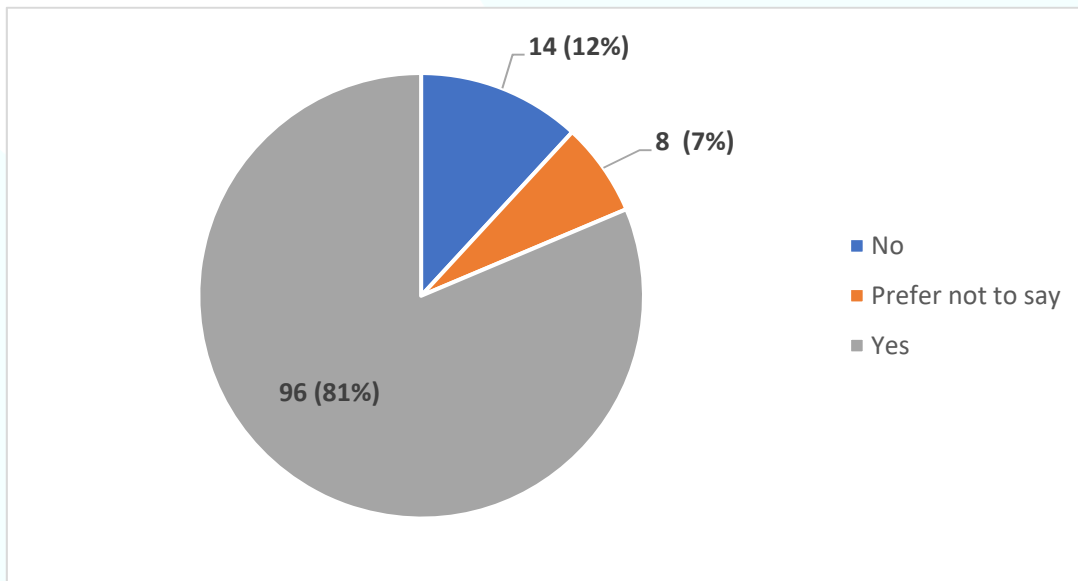
### 8) How long have you been volunteering in Inverclyde?



### 9) Do you volunteer with more than one organisation?



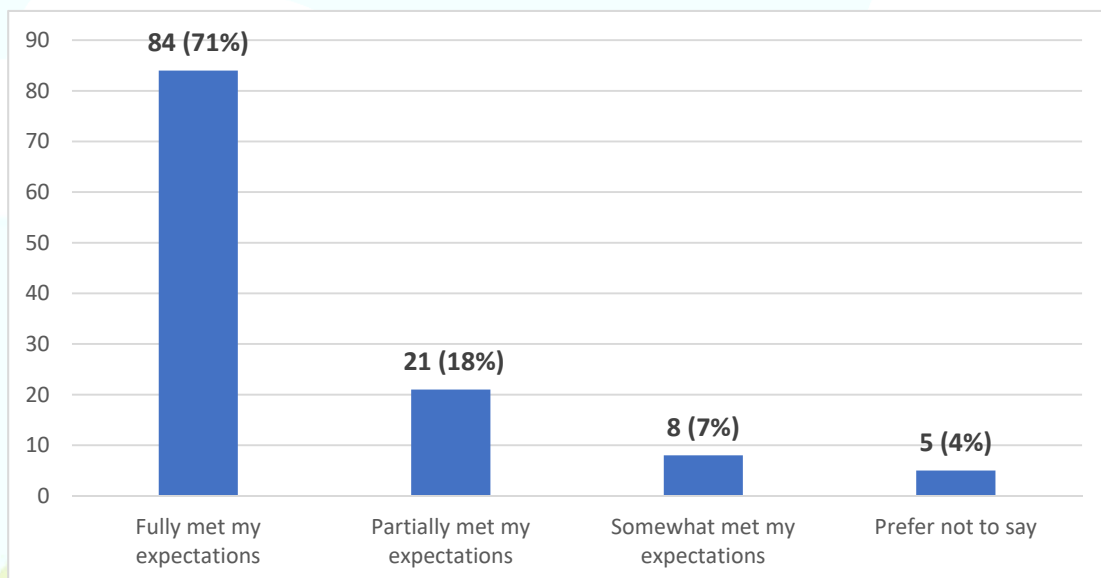
10) Do you feel your skills are being fully utilised in your volunteering?



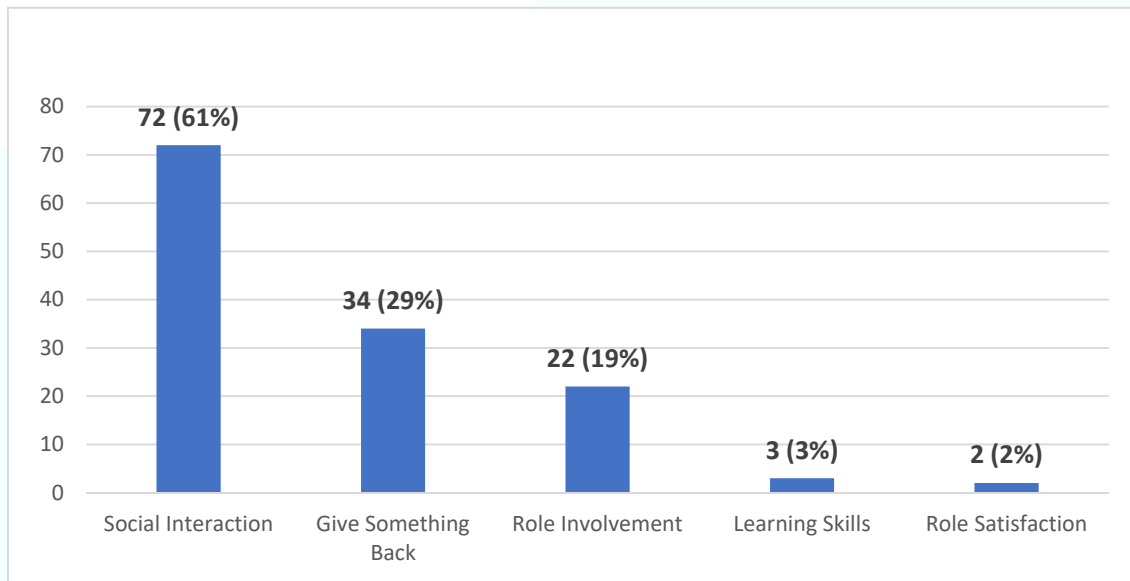
If the answer is 'no', please state how we can best capture these skills?

From a total of twenty answers, five felt that there should be an audit carried out for the volunteers' existing skills, with two stating they were unsure. Three volunteers stated they had skills in IT, communications and office administration.

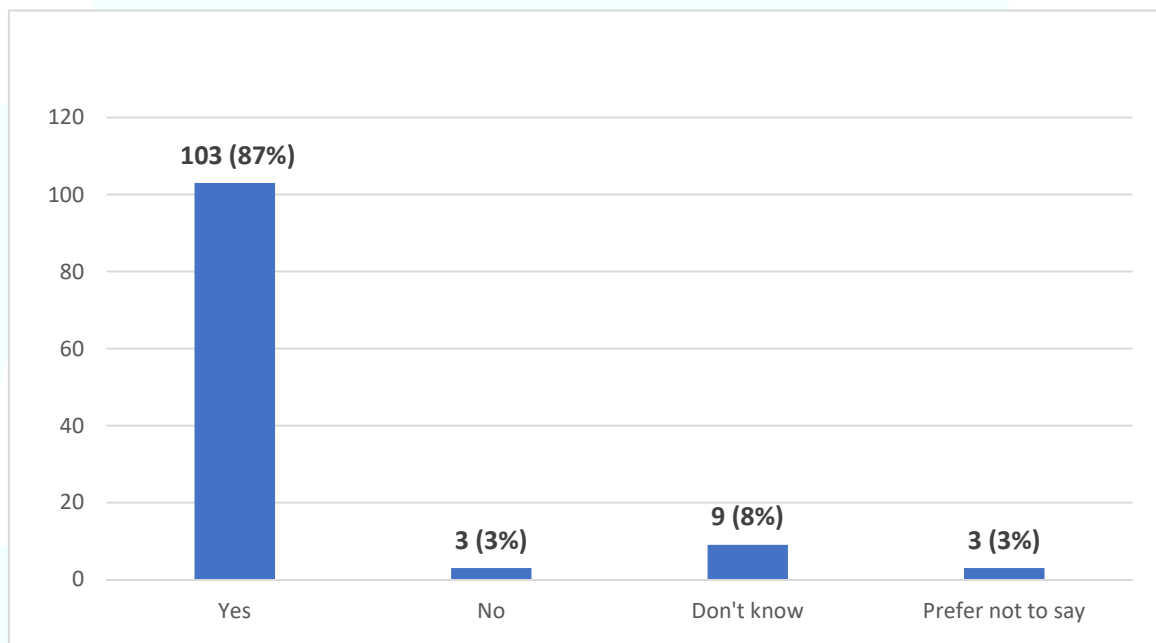
11) Is volunteering everything you expected?



12) If you decided to stop volunteering, what would you miss?

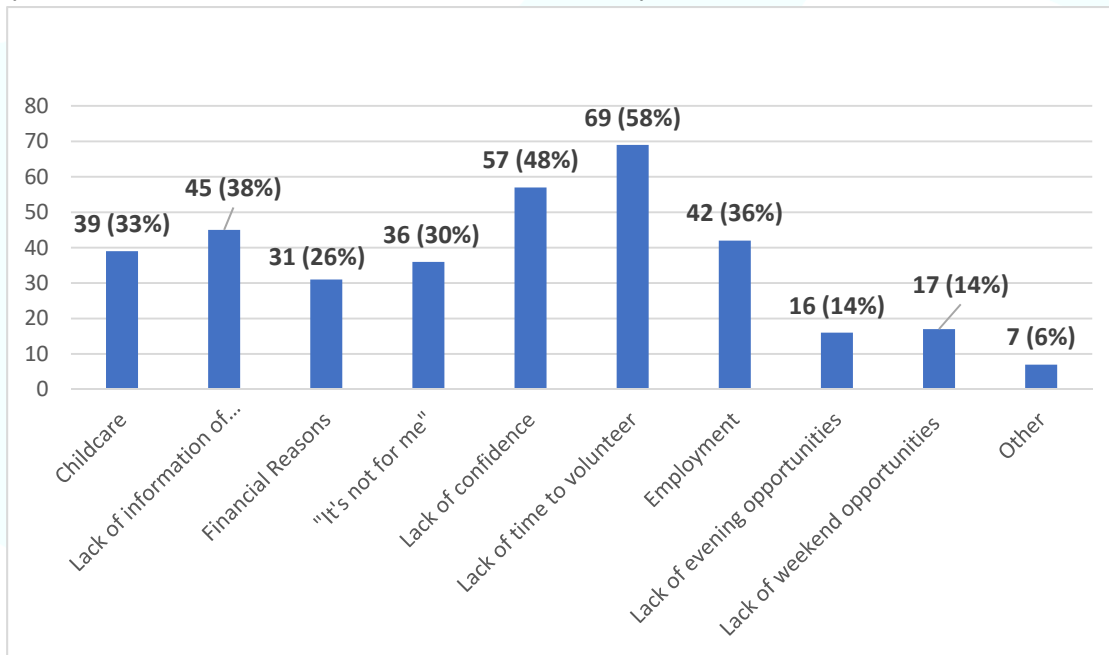


13) Would you recommend your volunteering role to family and friends?

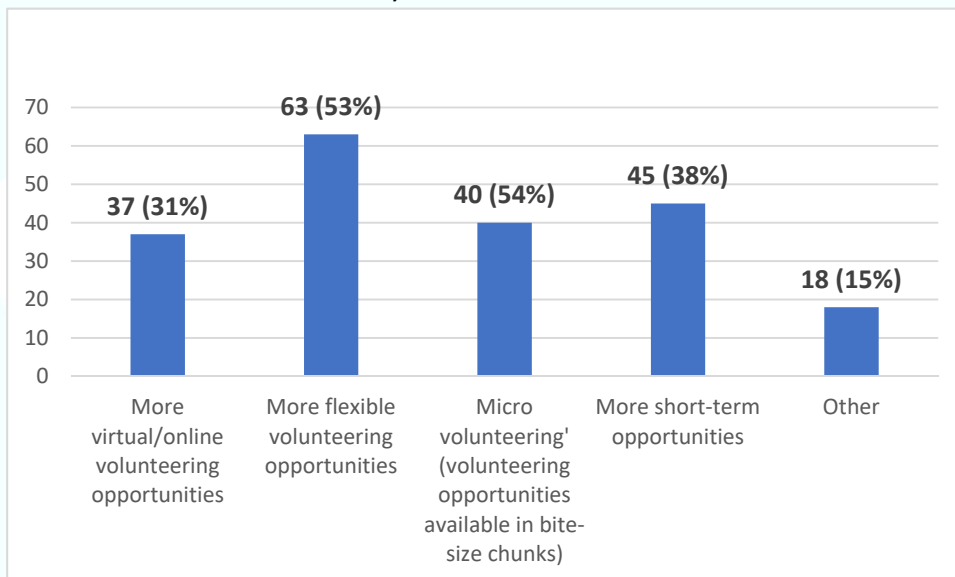


# Volunteering In Inverclyde

14) In your opinion, what are the barriers to people volunteering in Inverclyde? (More than one answer could be selected)



15) What can be done to develop volunteering in Inverclyde? (More than one answer could be selected)



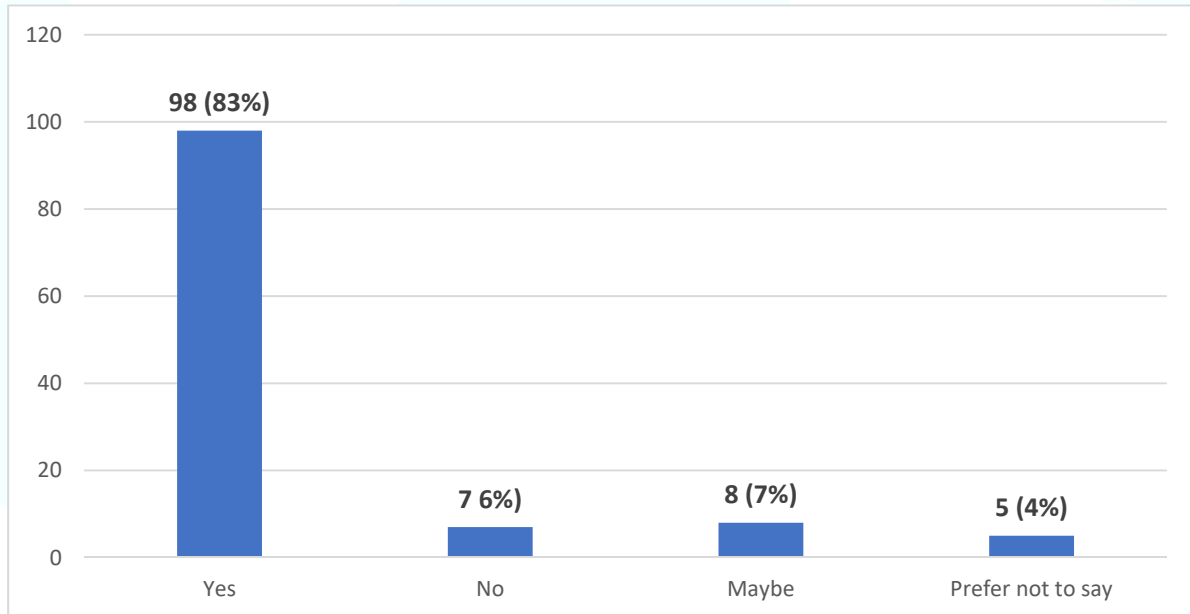
Of the eighteen 'Other' responses, seven felt that more awareness of volunteer opportunities was necessary, and four stated they didn't know.



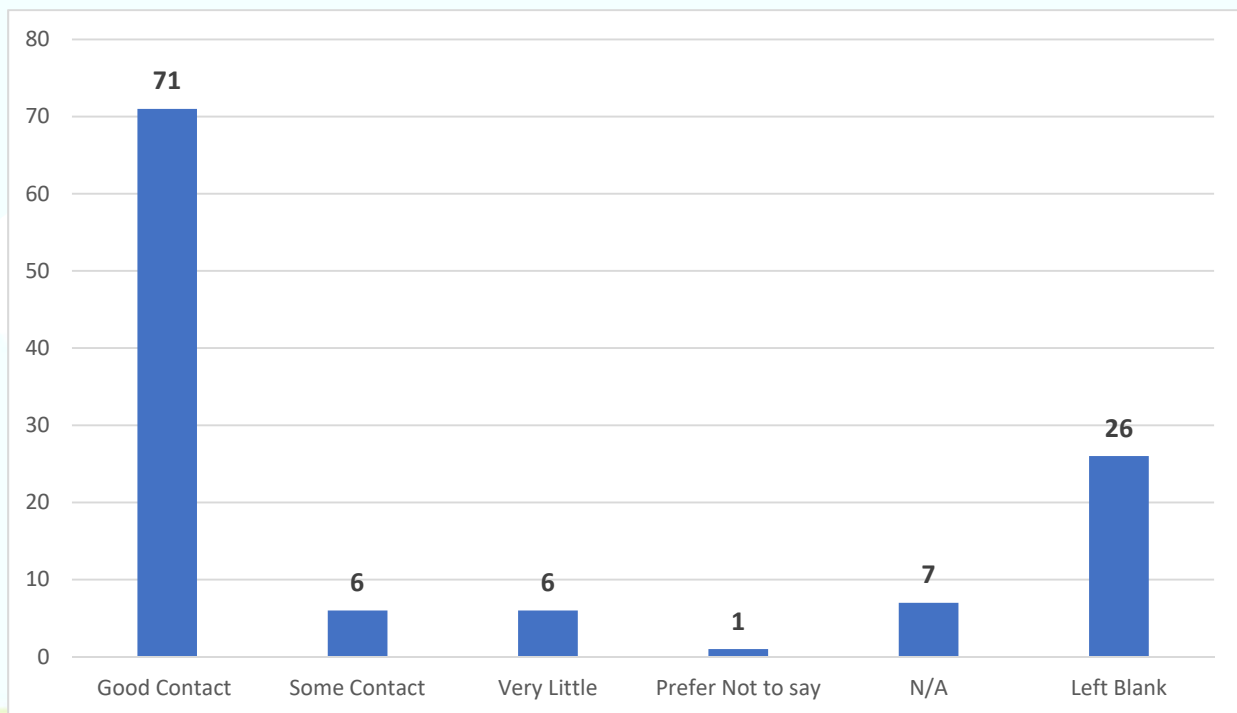
# COVID-19



16) As a volunteer do you feel that you received regular communications from your organisation over the Coronavirus pandemic?



17) How well were you supported during the pandemic?





# COVID-19 Pandemic

## Overview

The COVID-19 pandemic changed both the local and national volunteering landscape across Scotland. The Scottish Government took the decision to shield the most vulnerable in society and ask people to self isolate, if they or a family member tested positive for COVID-19. In conjunction with this decision the Scottish Government launched the Ready Scotland campaign that encouraged volunteers to support their local communities.

Locally, volunteering saw a sharp rise from people who wanted to help regardless of the risks involved. They volunteered in their local community providing services and provisions to both vulnerable and self isolating people. Inverclyde recorded 600 active volunteers who helped over the first lockdown. Volunteers carried out both informal and formal volunteering and we witnessed the community of Inverclyde pulling together to offer acts of kindness. In conjunction, we also witnessed local organisations coming together to offer a variety of partnership services such as Compassionate Inverclyde and CVS Inverclyde who offered a local prescription service.

## Risk & Best Volunteering Practice

Organisations who recruited volunteers over this period had to measure the risks associated with the pandemic. Best practice for organisations was to provide safeguarding measures to volunteers before they started and also reviewing the current and changing regulations.

Priorities for engaging and supporting volunteers

- Making volunteering safe and COVID compliant
- Re-engaging volunteers
- Supporting volunteers' health and well-being
- Engaging and recruiting new volunteers
- Supporting and training flexible volunteering
- Working more effectively with other volunteering organisations
- Making volunteering more inclusive
- Increasing opportunities to volunteer remotely
- Sharing expertise in volunteer co-ordination and support

## Recruited Volunteers

COVID-19 also affected active volunteers who were volunteering prior to the pandemic. Many could not continue in their roles over this time, not only due to lockdown but also to the additional restrictions that remain.

Volunteer coordinators and managers adopted the role of supporting recruited volunteers at home, by communicating news and events virtually that were happening within their own charity. This communication was welcomed by many volunteers who struggled with social isolation over this period.

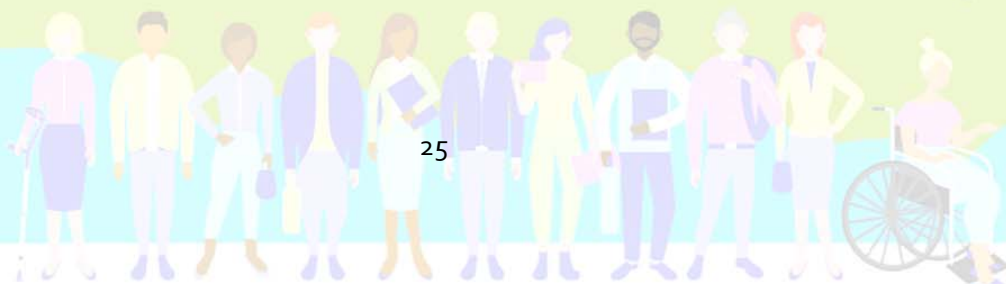
As restrictions have lifted many recruited volunteers have returned to their roles. This allowed the organisation to update volunteers on changes to risk and procedures due to the ongoing pandemic. We also have a percentage of volunteers that have chosen not to return mainly due to feeling nervous or apprehensive about possibly contracting the virus.

## Recovery for Volunteer Involving Organisation

As the voluntary sector recovers from the pandemic national organisations that include volunteers (Volunteer Scotland-Impact of COVID-19 in Scotland) have identified the following needs:

- Mental Health and wellbeing 84%
- Loneliness & Isolation 73%
- Financial hardship & vulnerability 54%
- Digital inclusion/access 52%

If these needs are overlooked or dismissed we may lose more volunteers with many feeling that they have simply been forgotten and not recognised for their contributions to our local community.



# Strategy Governance

## Introduction

Inverclyde Volunteers lays out our ambition for volunteering in Inverclyde for a three-year period from April 2022 – March 2025.

To deliver on this ambition we need robust governance arrangements to ensure outcomes and targets are achieved.

## Governance

The proposal is that the existing group that has consulted with volunteers, drafted a volunteering charter and developed the Inverclyde Volunteers strategy would become a 'delivery group' to ensure outcomes and actions are delivered to the agreed timescales.

The group would comprise representatives from volunteer involving organisations (VIOs) and people who volunteer in Inverclyde to ensure that the 'voice of the volunteer' continues to be heard.

The group would meet quarterly. At the end of each 12-month period the action plan will be reviewed and amended as required.

The delivery group would also be responsible for communication with volunteers through VIOs and with community planning partners through the community planning partnership (CPP) the Inverclyde Alliance.

The delivery group would report progress to the Community Learning & Development Strategic Implementation Group.

# *Inverclyde's Volunteers Action Plan*



## PRIORITY 1 - PARTICIPATION & PROMOTION

Action	What do we want to achieve?	What resourcing is required?	Action deadline	Responsible for the action	
<p><b>Develop a marketing plan</b> to promote volunteering across Inverclyde. The plan will promote the benefits and rewards of volunteering. We will discuss both types of formal and informal volunteering and will reach out to community organisations, to gather their voice and ask them to support and promote the plan</p>	<p>That anyone in Inverclyde who chooses to volunteer knows how they can access local volunteering opportunities</p>				
<p><b>Create volunteering opportunities that will excite and interest local volunteers.</b> To increase involvement engagement, we need to develop opportunities that are meaningful and enjoyable. We will encourage organisations to support best practice when developing local opportunities. We plan to run a series of webinars that will empower coordinators /</p>	<p>Encourage new volunteers into exciting and interesting opportunities that are enjoyable and a worthy experience</p>				

<p>managers to review and challenge how they develop their volunteering opportunities</p>					
<p><b>Review and explore volunteer recruitment barriers.</b> New volunteers will complete relevant paperwork which can range from an informal chat to completing a PVG membership form. New volunteers can at times be put off volunteering due to the recruitment barriers. We will work with volunteering involving organisations to explore how we can support and change this process where possible</p>	<p>User friendly and supporting volunteering recruitment processes that will encourage all to volunteer</p>				



<p><b>Encourage best volunteering practice by developing guidance and offering organisations the opportunity to reach a standard award.</b> We will develop local guidance to advise organisations of best volunteering practice. In addition, we will also support local organisation to achieve a national standard</p>	<p>Volunteers to have the best experience when they carry out their volunteering role and stay with local organisations longer</p>				
<p><b>Encourage all employers over Inverclyde to include volunteering as an employee benefit.</b> We understand that people who work struggle to have the time to volunteer. We want to encourage all employers to see volunteering as a commitment to supporting the community and giving staff the opportunity to volunteer as part of an employee benefit</p>	<p>We want to give anyone who works the opportunity to volunteer in their local community</p>				

## PRIORITY 2 – VOLUNTEERING FOR THE FUTURE

Action	What do we want to achieve?	What resourcing is required?	Action deadline	Responsible for the action
<b>Develop a pipeline of opportunities for young volunteers</b> that will give them further options to learn, develop skills and commit to supporting their community. We will work in partnership with community organisations, schools and other educational settings to develop a range of volunteering opportunities from 14+ years old	Young people will benefit from volunteering at an early age. We will offer a range of opportunities that will encourage them to volunteer and continue volunteering after leaving an educational setting			
<b>Deliver a series of webinars on how to promote and support youth volunteers.</b> The webinars will each have a different focus of youth volunteering. They will cover areas such as insurance, risk, supporting and developing youth volunteering opportunities	Encourage more volunteering organisations to recruit and develop youth volunteering. We want organisations to be informed and comfortable when recruiting youth volunteers			
<b>Develop a range of youth volunteering training for young people to access.</b> The training will cover areas such as the benefits of volunteering, how to access training and an introduction to volunteering	Young people having the option to learn about volunteering and how to access opportunities throughout Inverclyde			

<p><b>Celebrate, recognise, train and empower our young volunteers.</b> It is important to celebrate and recognise our youth volunteers for their contributions to the community. We must also ensure that we provide ongoing support and training to empower them to carry out their role</p>	<p>To ensure young volunteers feel supported and comfortable when they are carrying out their roles. Young volunteers will stay longer with an organisation when they are supported and recognised</p>			
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### PRIORITY 3 – VOLUNTEERING FOR ALL

Action	What do we want to achieve?	What resourcing is required?	Action deadline	Responsible for the action
<p><b>Create a plan to encourage more men into volunteering.</b> We require further information to ascertain why men do not access volunteering opportunities. We will work with local men’s groups to gain further information and develop a plan to encourage men to engage with volunteering</p>	<p>Gain a better understanding of why less men volunteer at a local level and encourage more men into volunteering</p>			
<p><b>Design a project that will encourage volunteers who have either mental or physical disabilities in to volunteering.</b> We will work with both the volunteer and the local organisations to discuss support and possible minor adjustments. The project will work with local and national disabilities groups to gain a better understanding of what problems volunteers face when they carry out their role in the organisation</p>	<p>Encourage individuals who require additional support the opportunity to volunteer where possible</p>			

<p><b>Develop a project that will support people into volunteering.</b> The project will have a focus on individuals who require short term support when starting their volunteering role. The volunteer will be supported by a buddy who will accompany and empower them to settle into their volunteering opportunity. The buddy will then withdraw their support after a set number of weeks</p>	<p>Open volunteering to individuals who struggle to access a volunteering role due to lack of confidence or a mild learning support need</p>			
<p><b>Support both our public sector and community organisations to develop volunteering opportunities,</b> in particular for service users. Our service users have lived experience of the organisation and can offer mentor and support to other service users. We understand that the best volunteers are previous service users who have a clear understanding of the organisations aims and values</p>	<p>Developing volunteering mentoring opportunities as well as recruiting volunteers who clearly understand the organisations values</p>			
<p><b>Explore further why a small minority of the LGBT community</b> engage with volunteering. We will work with both local and national organisations to gain a better understanding of the community and present our findings to both local and national involving volunteering organisations</p>	<p>We need to gain a better understanding of why the LGBT community does not engage with volunteering. We hope our findings will give us further clarity and feed into the national picture of volunteering</p>			

<p><b>Develop volunteer opportunities</b> with partners that clearly set out how people can use and develop their skills. We understand that a percentage of volunteers feel their skills are not being utilised whilst volunteering. By offering opportunities that clearly set out what skills and experience you need prior to recruitment. In addition, we will also work with partners to encourage them to offer ongoing training to develop and support their volunteers</p>	<p>Volunteer role adverts need to set out what skills and experience they require for their volunteering opportunity. We must also encourage organisations to offer relevant and ongoing support and training to give all volunteers the tools to allow them to continue their volunteering opportunity</p>			
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## PRIORITY 4 – DEPRIVATION AND EMPLOYABILITY

Action	What do we want to achieve?	What resourcing is required?	Action deadline	Responsible for the action
<p><b>Develop a plan to engage with people who are furthest away from the community.</b> The plan will aim to connect with local agencies to discuss volunteering and explore how we can encourage this group to volunteer. The plan may also need to incorporate training and skill development prior to starting volunteering</p>	<p>To give people who are removed from the community an opportunity to volunteer</p>			
<p><b>Develop and offer volunteering training to the Department of Work and Pension (DWP) work coaches.</b> We will offer a masterclass to local work coaches on the value of volunteering. This training will give work coaches an understanding of volunteering and who will encourage people on benefits to volunteer</p>	<p>DWP work coaches will have a better understanding of volunteering. More people who are on benefits can access volunteering</p>			
<p><b>Advise volunteer involving organisation of the need to pay volunteer expenses.</b> No one should be out of pocket when they are volunteering. Encourage and advise organisation on how best they can include volunteer expenses in their funding</p>	<p>All volunteers out of pocket expenses to be met, so volunteers are not out of pocket when they choose to volunteer</p>			



<p><b>Volunteering to be recognised as a gateway to employment in our local improvement plans and relevant policies.</b> Volunteering roles develop transferable skills and experience for many volunteers. Volunteers will use these valuable skills and experience they have to gain employment</p>	<p>Recognising volunteering as an important role that develops, trains and supports people into employability</p>			
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## PRIORITY 5 – COVID-19 REVIVE AND RECOVERY

Action	What do we want to achieve?	What resourcing is required?	Action deadline	Responsible for the action
<b>Develop a best practice guide</b> for organisations on how to continue to support volunteers as we learn to live with COVID-19	Organisations both new and existing provide guidance on how best to support their volunteers as we learn to live with COVID-19			
<b>Develop a plan for organisations to support the mental health and wellbeing of their volunteers.</b> COVID-19 has left many volunteers exhausted and burnt out. Organisations are witnessing an emerging picture of volunteers leaving their roles. The focus of the plan will be to develop support for volunteers in reaction to COVID-19. In addition, we will offer ongoing support to volunteers that are struggling with their mental health	We want to support volunteers that are struggling with their mental health and wellbeing due to the COVID-19 pandemic			
<b>Work in partnership to run a series of volunteer coordinators webinars.</b> We will run a series of webinars for our volunteer coordinators. The webinars will offer training and support around health and wellbeing. Volunteer coordinators also need support with health and wellbeing due to the demands of COVID-19	We look to our volunteer coordinators to offer support and guidance to their volunteers. COVID-19 has also affected their health and wellbeing			

<p><b>To recognise and encourage the community of Inverclyde to continue to volunteer and carry out acts of kindness.</b> As we recover from the COVID-19 pandemic, we will continue to work and promote local projects such as Inverclyde Cares to develop a community that has compassion and kindness at its heart</p>	<p>We want to build on the momentum that we witnessed during COVID-19 and live in a locality that celebrates, volunteering, kindness and compassion.</p>			
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# APPENDIX 1

# Inverclyde Volunteers Charter

