

advertising for volunteers

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Provide detailed role descriptions (but keep some flexibility)

Be clear about what the role involves and what would be expected from the volunteer, but state that adaptations to the role can be made.

Include benefits of volunteering and skills that can be developed.

Volunteering by another name

As it may not have occurred to young disabled people to think about volunteering, it might be better to advertise the activity itself, rather than focusing on the volunteering aspect.

For example:

'Volunteers needed to teach children to swim' could equally be advertised as:

'Do you enjoy swimming? Could you spare a few hours a week to teach children to swim?'

Think about where you place your adverts

Who is likely to see your adverts? To attract a diverse group of volunteers you will need to advertise through a range of media and venues.

Places to advertise to target young disabled volunteers:

Places and organisations

- Pubs and clubs
- Youth centres
- Accessible sports centres
- Schools, colleges and universities
- Employment services eg. Job centres*, Connexions*
- Churches and faith centres
- Hospitals
- Disability organisations
- Volunteer Centres*
- Residential homes
- Community centres
- Disability clubs and groups
- Shopping centres and supermarkets
- Transport (eg. bus stops, tube stations)

*see contacts page 69

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Think about where you place your adverts (continued)

Media

- Local newspapers and radio
- Young people's and disability magazines
- Volunteering websites such as Do-it*
- Music and sporting websites and publications
- Teletext

Welcome applications from disabled people

People who have been discriminated against in the past because of their impairment may not apply without encouragement. State your commitment to equal opportunities and to making reasonable adaptations.

Respond to enquiries positively

Positive initial contact is important. For some, enquiring about volunteering can be a big step. Get back to the volunteer promptly and be welcoming without giving false expectations.

Explain the application and selection process. If you do not have a suitable placement, signpost the volunteer to a suitable organisation such as your local volunteer centre*.

*see contacts page 69

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Give useful information

Explain the support available for volunteers, such as training and re-imbusement of expenses, and give them the opportunity to ask questions.

Offer help to complete forms

Check whether people would like practical help to complete application and other forms.

Remember that people may be embarrassed to ask for support if you don't offer it.

TOP TIP

Develop relationships with organisations that work with young disabled people eg. schools, colleges. Form links with key people who work well with young disabled people and can help you to recruit volunteers.

