

SOUTH LANARKSHIRE

VOLUNTEERING STRATEGY

2022/2024

A partnership volunteering strategy to invest in volunteer recruitment, training and support that ensures an excellent experience for those volunteering within South Lanarkshire.

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FOREWORD

This Volunteering Strategy is intended to demonstrate a South Lanarkshire wide commitment to the importance of volunteering, the benefits to individuals and impact on our communities, now and in the future. The strategy provides a framework of support for individual volunteers, community-based organisations and groups, and Community Planning Partners alike.

The role of volunteering within South Lanarkshire is more crucial than ever, with partners recognising the contribution volunteers make in providing much needed support to communities, service provision and the local economy. This recognition has created a very tangible desire to build on the excellent work developed and delivered by the energised wider community through their unique local knowledge, local connections, and relationships within our local communities.

However, we also recognise there are challenges, this strategy will seek to identify and remove barriers to volunteering, ensuring that those who traditionally would not engage in voluntary activity or face barriers to volunteering are supported into successful volunteering roles. We will collectively seek to streamline recruitment, onboarding, induction, and training of volunteers, sharing resources where appropriate.

Recognising the contribution to reducing inequalities and building the wealth, and health & well-being of communities, our strategy will contribute to achieving volunteering quality standards through Volunteer Friendly and Investing in Volunteers (IiV) awards across South Lanarkshire.

Our partnership strategy will also facilitate regular celebrations to 'thank' volunteers, recognise and reward volunteering across South Lanarkshire.



Steven Sweeney
Chief Executive of VASLan

OUR VISION

Aligned to Scotland's National Outcomes Framework for Volunteering, South Lanarkshire's vision is that ... *"Everyone can volunteer, more often, and throughout their lives"*

OUR AIM

That *"All volunteers should feel connected to a South Lanarkshire wide network of support, opportunities, and recognition"*.



OUR CORE VALUES

Our core values for volunteering align with those of Scotland's National Outcomes Framework for Volunteering (published in April 2019).

- That volunteering and participation is valued, supported, and enabled from the earliest possible age and throughout life.
- That volunteering in all its forms is integrated and recognised in our lives through national and local policy.
- That there is an environment and culture which celebrates volunteers and volunteering and all of its benefits.
- That the places and spaces where we volunteer are developed, supported, and sustained.
- That there are diverse, quality, and inclusive opportunities for everyone to get involved and stay involved.

Specifically, that,

As partners we should: Develop strategies to support volunteering and community involvement, working collaboratively to help sustain vital local infrastructure such as transport, and meeting places.

As leadership bodies we should: Promote the value of volunteering for all principles and approaches, celebrating the contributions already being made and encouraging everyone who wants to take part. Provide practical guidance and support on 'Volunteering for All' and highlight and encourage best practice in relation to volunteers.





As volunteer involving organisations across the public, private and third sectors we should: Adopt the principles of 'Volunteering for All' in volunteer practice, reviewing our existing processes and guidelines. Consider ongoing opportunities to measure the impact of our work, on volunteers, beneficiaries, staff, and the wider community. Build links with and across communities, seeking opportunities to share resources and expertise. Prepare for future volunteer recruitment, being mindful of the changing contexts in which we operate.

As investors in health and social care for South Lanarkshire communities we should: Work consistently and collectively to ensure robust systems are in place to support safe, effective and person-centred volunteering, focusing on the wellbeing and health benefits volunteering can offer and the impact improved health and wellbeing has on communities.



Volunteering in South Lanarkshire

OUR VOLUNTEERING PLEDGE

-  **We will create and connect** to a South Lanarkshire wide network of support, opportunities, and recognition; increasing the number and diversity of volunteering opportunities available within our organisations.
-  **We will positively engage** with stakeholders across a range of provision; sharing resources and developing shared practice to enhance community recovery.
-  **We will enable volunteering** across all sections of our organisations and the wider community through increased accessibility and a flexible approach to volunteering; bringing diversity to our collective team and sharing wider perspectives from which we can all learn and improve.
-  **We will cultivate a sense of community;** championing our collective activities within our community and celebrating volunteers for their contribution to our collective cause in a meaningful way.

OUR KEY OBJECTIVES



PROMOTE

- Promote volunteering and its benefits both to individuals and communities.
- Promote volunteering good practice and ensure our volunteers get value, satisfaction, support, training and recognition.



ENABLE

- Be inclusive so that anyone can volunteer.
- Change the perception of volunteering by offering a variety of formal and informal volunteering roles for a wide range of volunteers from a wide variety of backgrounds.



BUILD

- Build a supportive and flexible environment, sharing resources, training and streamlining processes as part of a shared training portal and volunteering passport.
- Provide opportunities based on identified gaps in community need.



CONTRIBUTE

- Through volunteering, contribute to reducing inequalities and building the wealth, and health & well-being of communities.
- Contribute to building sustainable volunteering within our communities and environment.



REWARD

- Recognise, reward, and celebrate volunteers and volunteering contribution.
- Deliver shared recognition events to highlight the range and impact of volunteering across localities and South Lanarkshire wide.

DELIVERING OUR STRATEGY

In line with our core values, the delivery of this strategy will be undertaken as a South Lanarkshire Community Planning Partnership strategy.

South Lanarkshire's Third Sector Interface (TSI), VASLan, have taken the lead role in bringing together Community Planning Partners to form a strategy writing group to consider strategy content and propose actions that inform a partnership delivery plan.

On behalf of the partnership, the TSI's contribution includes engaging with partners, driving the strategy and delivery plan, monitoring progress against partner deliverables and taking on board key elements of support function delivery under the banner of 'Valuing Volunteers'.

In doing so the TSI will commit to increasing levels of direct support to include specific volunteer support and volunteering organisation support roles. These roles are aimed at removing barriers, building best practice, and supporting the promotion, recruitment, and impact of involving volunteers.

The infrastructure around the changes will also be enhanced to include systems and workforce development to address digital and training support to volunteers, volunteer involving organisations and partners, working together with national support partners including Volunteer Scotland and Disclosure Scotland to review a 'Volunteering Passport scheme'.

In support of this and following on from the work undertaken by the partnership writing group, short life working groups will be established to review and discuss, as required, other partnership aspects of the strategy delivery plan including monitoring and evaluation.

To manage progress and milestones, a strategy programme board populated by key partners will be established.

NEXT STEPS

PROMOTE

Cross Sector Comms message to staff and volunteers

Oct 2022 – Sep 2024

Work towards Investing in Volunteers (IiV) quality standard accreditation

Oct 2022 – Sep 2024

ENABLE

Centralised PVG feasibility study

Oct 2022 – Sep 2023

Targeted inclusive volunteer recruitment

Oct 2022 – Sep 2024

Investigate the introduction of an Employer Supported Volunteering policy and programme

Apr 2023 – Sep 2024

BUILD

Engage in the development and feasibility of a Volunteering Passport scheme specifically shared checks, training and agreements.

Oct 2022 – March 2023

Engage in the development and feasibility of a shared Training Platform as a hub for shared training resources.

Oct 2022 – March 2023

CONTRIBUTE

Establish a baseline of staff volunteering based on agreed measure criteria.

Oct 2022 – Mar 2023

Establish a baseline of current volunteers based on agreed measure criteria.

Oct 2022 – Mar 2023

Collaborative approach to evidencing the impact of sustainable volunteering on communities and environment.

Apr 2023 – Sep 2024

REWARD

Engage in the development and delivery of South Lanarkshire wide recognition events.

Oct 2022 – Sept 2024



SOUTH LANARKSHIRE

VOLUNTEERING STRATEGY

2022/2024



Hamilton
Community Partnership

East Kilbride
Community Partnership

Cambuslang and Rutherglen
Community Partnership

Clydesdale
Community Partnership