

## Accessible Volunteering: Top Tips

Would you like a diverse volunteer team? Are you in need of more volunteers? There may be an untapped pool of people waiting to offer their time, skills and experience to your organisation, which in turn may offer sustainability to your projects, add capacity to your organisation and bring a new and fresh perspective to your work.

Have you considered directly promoting your opportunities to disabled people?

### Top Tip Number 1

The Disability Action Alliance Volunteer Charter is a great way of promoting your organisation as welcoming to disabled people. There are 7 principles to commit to, most of which you will have in place for your volunteer programme already and for those you are not sure about, we are here to help, you will also have access to Disability Rights UK information and resource bank: [Volunteer Charter Sign Up Sheet.docx](#)

Put the charter on your website, Facebook page, tweet about it, add it into your recruitment information and volunteer posters and adverts.

Sign up today and make equality real for your organisation.

### Top Tip Number 2

Are you and your teams confident to discuss what someone may need in order to access your volunteering opportunities? There may be nothing at all you need to change but as long as you are open to the conversation, after promotion, this is the first and most important step to becoming an accessible place to volunteer.

Statements like; "We welcome applications from disabled people to volunteer with our organisation. Please come and have a chat".

### Top Tip Number 3

Access requirements and reasonable adjustments:

The Equality Act says there is a duty to make reasonable adjustments if the disabled person is placed at a **substantial disadvantage** because of their impairment compared to non-disabled people or people who don't share their impairment.

- This can be something as simple as being flexible on the time when some-one can volunteer with you, so if a 9am start is not possible due to a health condition, perhaps starting at 10am is something you could offer.
- If someone is unable to pick up the phone due to a physical impairment, could they bring in the headset they use at home?
- Do your team know how to use the build in access technology on your computers to enlarge the screen text, for someone with a visual impairment?

Longer term goals could include building in a budget line for accessibility in all contracts and funding bids you write. Therefore, if someone does need something which costs a little money, this is not a barrier for you or them.

#### **Top Tip Number 4**

We offer Disability Confident Workshops which we can tailor to your needs. We can deliver a session on Accessible Volunteering. Email: [learn@possabilitypeople.org.uk](mailto:learn@possabilitypeople.org.uk) for more information.

#### **Top Tip Number 5**

Don't over think things, if you are upfront and honest about what's possible and you are coming from a place of trying to find solutions, people will work with you. We can all achieve a whole lot more together, here is a video on the Social Model of Disability which explains the theory behind our approach: <https://www.youtube.com/watch?v=0e24rfTZ2CQ&sns=em>

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