



Young Volunteers 16/17 years

We welcome young volunteers and expect to involve them in the development of the volunteering service for young people. It is recognised that to engage young people there needs to be increased relevant communication and participation. It is understood that young people may want to engage in the volunteer activities at different levels and they may require additional support to become effective volunteers. We are committed to providing young people with access to training, support, expenses, resources and information,

Top Tips for Working with Young People

- Don't underestimate their capabilities – young people have a range of talents and skills to offer the organisation
- Remember that they will often lack experience of the workplace that older volunteers might have had, and may not automatically follow working practices taken for granted by older people. Be patient and offer support to help them adapt.
- Use straightforward language and avoid jargon
- Make sure there is a point of contact for the young person who can support them through their placement, bolster their confidence and who they can turn to with any issues
- Make sure they are safe – don't leave them unattended and avoid situations where they could be vulnerable to harm
- As with all volunteers, young volunteers should be respected and valued at all times.
- Ask their views when making decisions, and make it clear you take them seriously

In working with young people we will:

- Take all reasonable measures to ensure that young people's welfare is promoted and risks of harm are minimised
- Take into account any known risks in relation to young people in the organisation of our services and volunteer workforce

- Young people aged 16 and 17 years are able to seek employment and leave home without parental consent. They are therefore able to volunteer without parental consent. However it is good practice to ensure that these volunteers discuss their activities with their parents/carer and to this end we will ask the parents/carer to sign to say they support the young person becoming a volunteer and that they are in agreement with the young person appearing in any publicity photographs, which may occur in a planned way or with the young person in the background of press releases covering events.
- 16 – 17 year olds have no restriction on the hours they volunteer for, as long as they are in part time education or training
- We do not employ young people under 16 years as they are not eligible for Disclosure and Barring Service checks.
- Ensure that young volunteers always work as part of a team. Adult volunteers should never work alone with young volunteers. We will ensure that activities with young volunteers involve more than one person being present or at least which are within sight of others.
- Ensure that volunteers will not engage in any banter or horse play with young volunteers or any form of physical contact other than that required for the activity concerned
- Acknowledge that young volunteers have rights as individuals and treat them with dignity and respect and protect them from abuse regardless of gender, ethnicity, disability, sexuality or beliefs.
- Work with young volunteers/employers/college/family to ensure that activities are complementary to other areas of their lives and any areas of concern or development are supported.
- Ensure the safety of young volunteers and make arrangements for them to travel home from events especially after dark. Other volunteers should not offer them lifts.
- Pay public transport travel expenses with prior agreement with the Volunteer Co-ordinator and on production of the ticket used.

We are committed to giving young people responsibility and encouraging them all to achieve something which will contribute to their future. This will involve increasing their awareness and understanding of our organisation, provide progression pathways and increase the scope for services to reflect the needs of young people. We will acknowledge all aspects of individuality and contribution made by young volunteers. Young volunteers will be utilised particularly in areas which are of interest to them.