**Volunteering Charter**

**Organisation: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ meets TVA Volunteer aims and priorities:**

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| **Induction**  *Provide a thorough induction including mission, values, and all related policies.* | **✓** |
| **No Financial Rewards**  *volunteers should receive no financial reward for their time however out of pocket expenses can be covered.* | **✓** |
| **Effective Structure**  *Effective structures should be put in place to support, train, and develop volunteers, supervision support and their collaboration with paid workers.* | **✓** |
| **Health and Safety**  *Volunteers should be able to carry out their duties in a safe, secure, and healthy environment that is free from harassment, intimidation, bullying, violence, and discrimination.* | **✓** |
| **Not replacing paid staff roles**  *Volunteers should not carry out duties formally carried out by paid workers, nor should they be used to disguise the effects of non-filled vacancies or cuts in services.* | **✓** |
| **Free Choice**  *Helping Any volunteer activity is a freely made choice of the individual.* | **✓** |
| **Insurance**  *Provide insurance for all volunteers.* | **✓** |
| **Updates**  *We will keep you informed of any changes in our volunteer requirements, as well as new developments.* | **✓** |
| **Feedback**  *We welcome feedback on your volunteering experience as we are always seeking to learn from and improve our service.* | **✓** |

**The above organisartion commits to TVA aims and priorities.**

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| **Signature:** | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | **Date of Assessment:** | **\_\_\_\_\_\_\_\_\_** |