

# **The Oasis Centre – Cornwall**

## **Volunteer Policy**

The Trustees have adopted this on order to record their policy regarding the recruitment of volunteers and the use of the services of volunteers during the course of the Charity's work.

The Trustees recognise that it would be impossible to carry out the Charity's wide ranging work without the engagement and devoted commitment of the many volunteers who give their time and their services to the Charity freely and willingly. These gifts represent the principal asset that the Charity has available to it.

The recognition of these gifts is among the main duties of the Trustees, who are grateful for every minute of time that is spared and every task that is performed.

### **Engagement with Volunteers**

The Trustees have a comprehensive Equal Opportunities Policy that applies to all the Charity's activities including all its dealings with its volunteers. The Trustees are committed to the constant development and improvement of the Charity's services to meet the needs of the communities that it serves. The training of its volunteers and the development of their roles is an important part of this. On occasions, the nature of the Charity's activities may demand the checking of criminal records and volunteers are required to submit to such checks.

### **Teamwork**

The working patterns and relationships between its volunteers form the central theme behind the teamwork that characterises the Charity's services. Volunteers are encouraged to provide mutual support, to share their skills and experience with others and to recognise and appreciate the contributions that are made by other volunteers. The Charity's services are designed to make a difference and making a difference should be enjoyable and rewarding for all its volunteers.

### **Costs**

The Trustees recognise that the provision of voluntary services is not cost free. Much of the cost is not measured in monetary terms but in sacrifice, time, effort and dedication. As such, it defies measurement and is priceless. Volunteers are not however expected to pay with their own money for the privilege of serving the Charity. Costs which they incur wholly and necessarily in order to provide their services will be reimbursed by the Charity in accordance with the Expenses Policy.

First adopted by the Trustees on 20<sup>th</sup> April 2016 and to be reviewed annually in January.