

THE BRISTOL COMPACT

IMPLEMENTATION GUIDANCE

Volunteers Charter

Every individual should have the right to volunteer and volunteers have rights, which should be met in the course of their voluntary work. Volunteering is a legitimate activity in its own right and not a substitute for paid work.

1. Volunteers should have a clear idea of the tasks they are being asked to perform and of the responsibility that goes with those tasks.
2. Volunteers should be told who is responsible for their support and supervision. They should have regular access to this person, and the person should ensure that each volunteer is given adequate support.
3. To ensure the fair representation of the needs and interests of volunteers, volunteers should have access to, and play a part in the decision making process of the project/agency where they are working as volunteers.
4. Volunteers should be protected against exploitation of their interests, both as volunteers and as individuals. Volunteers should not be put under moral pressure to do work which is against their principles.
5. Volunteers should be adequately protected against risks involved in doing voluntary work. This may entail the organisation obtaining adequate public liability, accident and motor insurance.
6. Volunteers should not suffer financially by doing voluntary work. Volunteers should receive all out-of-pocket expenses (including travel, meals, and child/dependent care costs) and be provided with the appropriate equipment/tools/materials to enable them to carry out their tasks.
7. Volunteers should not be used in place of previously paid workers.
8. The relationship between paid workers and volunteers should be complementary and mutually beneficial. Volunteers should expect that other paid workers in the organisation are fully aware of areas of work undertaken by volunteers and their responsibilities.
9. Volunteers should have the right to join the Trade Union relevant to the work in which they are involved. Manufacturing Science Finance offer free membership to volunteers and specifically target volunteers' needs and interests.
10. Volunteering should be a fulfilling experience. When a volunteer's commitment and ability are matched by adequate supervision and support, they should be able to develop, expand or change their area of work.

Reviewed by the Bristol Volunteer Organisers Forum January 2003