

Volunteering Strategy for Derby 2011-14

The Role of Volunteering

Volunteers make a huge contribution to the life of our city. Whether it is in the arts, sports, youth and children's work, housing, schools, social care, health or neighbourhoods, people are making a positive difference to the quality of life for themselves and their fellow citizens.

Traditionally the statutory sector has benefitted from people volunteering as school governors, magistrates, Special Constables, and in hospital Leagues of Friends etc. As public sector bodies have sought to get closer to their customers, the opportunities for volunteering have increased. NHS Foundation Trusts have members drawn from the communities they serve. One third of Derby Homes Board members are tenants/leaseholders. The City Council now has Neighbourhood Boards and Forums in every ward, where residents and local groups can have a say in decision-making in their area.

We all benefit from a thriving voluntary and community sector, so working in partnership to develop this further is a logical step. The strategy will provide a framework for the sectors to work together to develop volunteering in Derby. It will also help with sharing good practice in promoting volunteering, and removing barriers to people becoming volunteers.

*Councillor Ruth Skelton, Cabinet Member for Adults, Health and Housing,
Derby City Council*

Employee involvement is a key element in the Rolls-Royce Community Investment Strategy since our employees are our greatest asset and most valuable resource.

Employees are encouraged to get involved in community activities as part of their development, as a way of gaining skills and experience either on an individual basis, or as part of a team. Whether working on short-term or long-term projects, employees are able to develop both professional and personal skills such as teamwork, communication and leadership.

As well as providing direct benefits for the community, our employees naturally become more engaged and develop a greater sense of loyalty, pride and motivation for the Company.

In 2010 approximately 4000 employees participated in a range of community and education projects and teambuilding activities with societal benefits.



The formation of the Strategic Volunteering Group has been a significant move forward. The representation across all 3 sectors shows the mutual interest in improving the current situation.

If the objectives of the strategy are effectively delivered then I see no reason why the overall aim should not be achieved by 2014.

Debbie Duro, Community Investment Specialist – Rolls-Royce

Everyone involved in the development of this strategy has a vision of a city where individuals who are inspired to volunteer, have the opportunity to do so. Our aim is to create a city in which volunteering flourishes and ensure that all volunteers are supported and encouraged to enjoy a rewarding experience.

Volunteering contributes significantly to improved quality of life, health and well-being and the role of volunteers is ever more critical, contributing greatly toward a vibrant civil society.

Volunteering has the potential to make all of our lives better. It is in all our interests to embed a robust culture of volunteering in Derby and encourage all sectors in the city to promote and value volunteering as a means of developing and valuing people, promoting active citizens and building strong communities.

Kim Harper, Chief Executive, Community Action - Chair of Strategic Volunteering Group

Contents

1. Introduction
2. Definitions of Volunteering
3. Current Status
4. Aims and Objectives
5. Action Plans 2011-12

Appendices

1. Membership of Strategic Volunteering Group
2. DCNP “Turning the Curve” report 2010
3. Additional Facts and Statistics
4. Glossary

1. Introduction

Over the last few years there has been a rise, across all sectors, in the awareness of the benefits of volunteering in terms of a range of agendas. Volunteering is now roundly recognised as providing a broad range of benefits to individuals, local services, the economy and the wider community.

In 2010 the Derby City and Neighbourhood Partnership engaged in a process to identify the priorities for the city for the next 15 years. Through the “3 Wishes” public consultation, and a series of planning sessions the Derby Plan was created outlining the key outcomes (changes) for Derby over the next 15 years. Increasing the number of people volunteering was identified as one of the key activities needed to deliver the outcomes. The “Turning the Curve” report (see Appendix 2) outlines the current and desired position for volunteering and outlines some of the issues identified through the planning process. This information has now been added to and a summary of the key points can be found in Section 3 – Current Status.

Volunteering has been identified as a specific priority; however, it also provides support to the achievement of all of the other outcomes within the Derby Plan.

By 2026 all people in Derby will enjoy	Activities supported
A thriving sustainable economy	<ul style="list-style-type: none"> • Supports those furthest from the labour market back in to work • Provides opportunities to re-train/career change Provides opportunities for the private sector to invest in their local communities (Employer Supported Volunteering/Corporate



	Social Responsibility
Achieving their learning potential	<ul style="list-style-type: none"> • Provides essential support in schools & colleges • Provides opportunities for those wishing to gain practical experience. • Provides community learning, first step to re-engaging in mainstream education
Good health and well-being	<ul style="list-style-type: none"> • Provides essential support to Hospitals and Social Care • Provides opportunities for regular positive activities – similar health benefits to working but less pressured • Significant amounts of service delivery within VCS underpinned by volunteers • Provides opportunities for individuals to engage in the design of services
Being safe and feeling safe	<ul style="list-style-type: none"> • Supports rehabilitation of offenders • • Underpins Criminal Justice system – Magistrates, Special Constables • VCS provides support – Neighbourhood Watch, Victim Support
A strong community	<ul style="list-style-type: none"> • People volunteering time to engage in local decision-making • Feeds in to people feeling they belong & get on with neighbours • VCS providing support to a range of excluded communities of interest.
An active cultural life	<ul style="list-style-type: none"> • Arts primarily delivered by VCS • Faith communities providing significant levels of support to individuals. • Sports activity delivered by volunteer led clubs. • Volunteering key element of Cultural Olympiad 2012



The planning process led to the establishment of the Strategic Volunteering Group, a partnership of all three sectors, to look at how the current situation could be improved. Following some 'quick wins' in bringing together the partners in its first six months it then became apparent that the bigger issues required a more strategic response, hence the development of this document (see Appendix for membership list).

At a national level government has also been prioritising volunteering as a means of addressing a number of issues. These include the Big Society, the Work Program and the National Citizen Service.

The combination of the increased awareness of its benefits, the local priority and the position in relation to the national agenda, not to mention the shifting model of public service delivery, offers a prime opportunity to take significant steps forward to support volunteering, and hence the wider community.

In light of the current financial situation, it is important to be clear that volunteering can not be used as a means of replacing paid posts. It is also important to acknowledge that it is vital to a range of voluntary and public sector services and can add significant value when integrated in to how services are delivered.

2. Definitions of Volunteering

Volunteering is described as an unpaid activity where someone gives their time to help a not-for-profit organisation or an individual who they are not related to. (Volunteering England)

Volunteering is an important expression of citizenship and fundamental to democracy. It is the commitment of time and energy for the benefit of society and the community, and can take many forms. It is freely undertaken and not for financial gain. The principle of non-payment of volunteers is central to this code and to the wider sector and societies.

Understanding of volunteering. (The Compact Code of Good Practice on Volunteering - published in 2005)

3. Current Status

3.1 Overview

Turning the Curve works as a tool for engaging with people and encouraging people to think outside of the box. In this respect it is a positive formula for change and for making change happen at a pace much faster than many meetings often expect. Its straightforward principles and methodology can be mapped onto many different settings and scenarios. Turning the Curve facilitates community engagement and capacity building and enables professionals to collaborate and share responsibility for making a difference. Turning the Curve was used by DCNP to consider opportunities for working



towards the outcome of creating a strong community in Derby by means of volunteering. Factors driving the baseline include:

- Economic situation
- Push in youth volunteering – gaining skills and experience
- Smaller local Government services
- Increased number of healthy older people

It was recognised that further data is needed including:

- Neighbourhood wards
- Equality/age/gender
- Motivations
- Economic
- Themes/areas
- Informal volunteering

In terms of ideas, the Turning the Curve report highlighted the following:

- Promotion/celebration of volunteering
- Support those who are already supporting volunteering – better co-ordination needed
- A low cost option – ask people to volunteer
- The ‘off the wall’ idea – compulsory volunteering for employees

3.11 Levels of Volunteering

In the 2008 Place survey, 21.6% of the residents of Derby regularly volunteered. This represented a slight under performance when viewed next to comparable local authority areas. In 2009-10, 25% of adults volunteered formally at least once a month as reported in the National Communities and Local Government Citizenship Survey.

In 2007-8 volunteering was estimated to contribute £22.8 billion to the UK economy. In 2009-10 £140 million was contributed to Derby’s economy by volunteers.

3.12 What Volunteers do

Volunteers are involved in a range of sectors. In 2008/9 the most popular sectors for formal volunteers were: sport/exercise (53%), hobbies, recreation/arts/social clubs (42%), religion (36%), children’s education/schools (34%), youth/children’s activities (outside school) (32%), health, disability and social welfare (25%), local community or neighbourhood groups (24%), the environment, animals (20%). Source: 2008/09 DCLG Citizenship Survey.



- Volunteers carry out a range of activities in their roles. In 2008/9 the most popular activities for formal volunteers were: organising or helping to run an event (55%), raising or handling money/taking part in sponsored events (52%), leading the group/member of committee (37%), providing transport/driving (26%), giving information/advice/counselling (24%), visiting people (24%), secretarial, clerical or admin work (23%), befriending or mentoring people (21%). Source: 2008/9 DCLG Citizenship Survey.

3.13 Volunteer Management

One in five organisations feels that difficulties in the recruitment or retention of volunteers will hold them back over the next three years. Source: The UK Civil Society Almanac, 2009.

This contrasts with the 2010 Volunteer Centre Derby Mystery Shopper finding where only 43.7% of groups responded to an enquiry from a volunteer.

3.14 Volunteering and Employment

- 87% of employers think that volunteering can have a generally positive effect on career progression for people aged 16 to 25. However, nearly 30% felt that volunteering was irrelevant when considering a particular job application. A further 30% felt that volunteering was only relevant if linked directly to the field of work. Source: Youth Volunteering: Attitudes and Perceptions, 2008, v.
- In 2007/8 over two million people in England volunteered through an employer supported volunteering scheme. A quarter (25%) of employees are offered a scheme by their employer, with 43% of those offered a scheme taking part at least once in the last year. Source: 2008/9 DCLG Citizenship Survey.

In its annual 'Attitudes to Work' report 2011, the research company IFF Research, found that 27% of respondents had done voluntary work in their current jobs but only 27% of those had done so during work time – equating to 7% of the overall sample.

13% of respondents said their employers forbade volunteering during working hours; 14% said their employers encouraged them to do so. The employees sampled work across all 3 sectors.

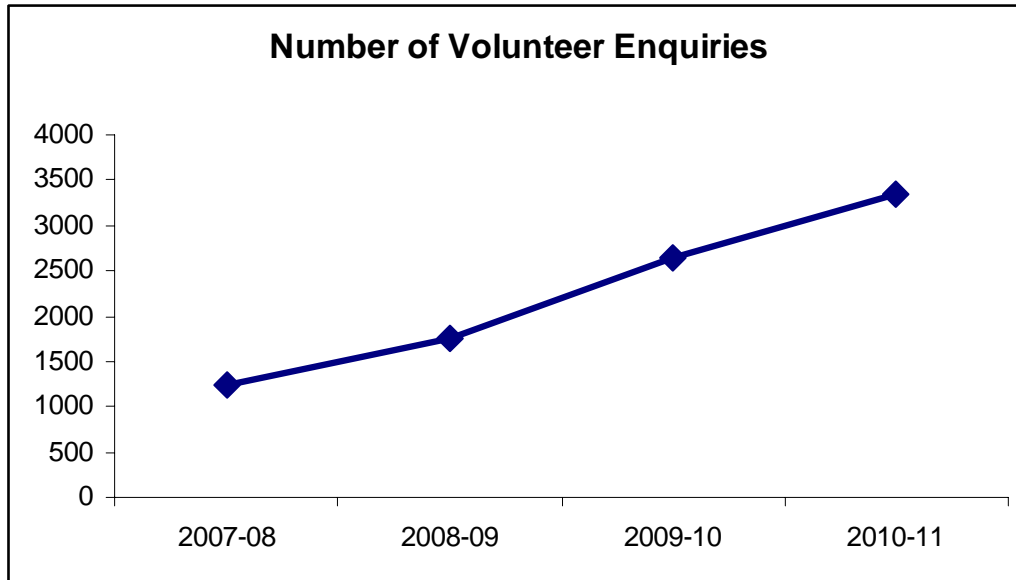
3.2 Voluntary and Community Sector

Over the past four years there has been a significant increase in the numbers of people approaching Volunteer Centre Derby to look for volunteering. Involving volunteers as part of its service delivery to help with the brokerage and the follow up service has helped to meet the increase in customer numbers. The restructure and increase has also enabled the staff team to spend more time supporting external volunteer managers and co-ordinators with their own volunteering programmes. Support includes:



- Training for volunteer managers
- Volunteer co-ordinators forum (VCF) – held every two months
- Volunteering brokerage service
- Ongoing support tailored to meet the needs of the organisation

The Volunteer Centre has received 3348 enquiries about volunteering, which follows the trend of increases of previous years.



This has been accompanied by an increase in the proportion of them volunteering after 6 weeks, up from 32% in 2009-10 to 39% in 2010-11.

At the time of writing, Community Action Derby has 835 voluntary organisations on its database, and if all community groups, including sports clubs and faith groups were included the figure is estimated to exceed 2,000 groups in the city. In 2010, 5000 people were employed by charities and community groups in Derby and the sector had a turnover in excess of £96 million. Source: Listen, Value, Invest Report and Community Action.

Anecdotal evidence shows that much of the work force in the VCS started as volunteers, and they continue to volunteer once they are in paid work. Only a small proportion of the organisations in the sector provide support to their staff to volunteer. Community Action encourages its own employees to volunteer, enabling them to pass on and develop their skills. A maximum of 18 hours per year are available to staff working between 17.5 and 35 hours per week, on a pro-rata basis.

Sight Support Derbyshire is a volunteer-led charity. With over 250 trained and fully supported volunteers working in every area, they are a crucial part of the team. Typical roles include telephone befriending, home visits, face-to-face support, admin, sport and leisure, children and young people's services and much more.



"Volunteering for Sight Support Derbyshire gives me the opportunity to help people with a visual impairment in my community, whilst the experience helps me to gain new skills and make new friendships."

SOVA is a leading national volunteer mentoring organization in England and Wales. In Derby, the project works in partnership with statutory agencies to recruit and support trained volunteers to:

- support clients in and leaving the care system
- work in the criminal justice sector – including supporting young people in custody
- mentor young people on youth offending orders
- support the socially and economically disadvantaged and long-term unemployed

1-7 June is National Volunteers' Week, an annual event which celebrates the fantastic contribution that millions of volunteers make across the UK. The week plays a huge part in raising the profile of the millions of volunteers who regularly contribute to society, while inspiring others to get involved too. There have been a number of volunteers' week events held in Derby over the years; 2011 saw the Mayor of Derby Les Allen award recognition certificates to some of the city's volunteers as part of Volunteers' Week. The Mayor said: "Derby simply would not be the city it is now without the considerable contribution made by volunteers. They are all Shining Stars."

Derby University holds an annual volunteering fair to introduce volunteering to university students and the wider public. Interest in the fair has grown over the years and 2011 will see the University run a festival of volunteering due to take place in November, an initiative that has secured the Olympics 2012 Inspire mark.

3.3 Private Sector

There are a range of businesses who are interested in supporting volunteering. These tend to fall in to 2 camps

1. Those who have directly resourced their own Corporate Responsibility programs, such as Rolls-Royce, Flint Bishop and BT, to name a few, and
2. Those who are members of Business in the Community and sign up to their Pro Help Scheme.

Feedback provided from both types of sources indicates that there is a significant amount of interest in this sort of work from businesses but there are also two substantial hurdles

1. Getting in touch with community groups to offer their services.
2. Finding opportunities that meet the businesses requirements.



In some instances the second point relates to the fact that many companies link their Corporate Social Responsibility work with personal development for their staff.

3.4 Public Sector

The public sector is both a source of volunteering opportunities and of volunteers.

3.41 Volunteering in Service Delivery

In terms of volunteering opportunities there some well-established programs, such as the Special Constables and Magistrates and the use of volunteers within the Derby Hospitals Foundations Trust.

'More than 830 volunteers, who are ordinary, dedicated and caring members of the community, play a vital role, either in meeting the needs of patients that cannot be otherwise met by staff, or by raising funds to purchase hospital equipment. In 2010/2011, Trust Volunteers, together with colleagues from aligned voluntary organisations, gave 130,000 hours to support patients and staff at both sites in the Trust.'

In addition, volunteers also raised in excess of £330,000. Aligned voluntary organisations include; the Leagues of Friends, Nightingale Macmillan Unit, CAMTAD, Umbrella, Red Cross, Parkinson's and Sight Support – Derbyshire (formerly DAB). Volunteering roles take the form of; meet and greet, befriending, patient newspaper and library service, shops, tea bars, patient buggy drivers, ward/outpatient department support and specialist projects. Hospital volunteers are committed individuals who make a vast difference to the patients' experience in the hospital setting.'

Richard Ball, Trust Voluntary Services Coordinator.

More recently Derby City Council's Libraries Service has taken a more proactive approach to how they involve volunteers in their service delivery.

'Derby City Libraries Service has a range of opportunities, ranging from Library Learning Support to helping in the library garden. The way volunteers are managed has been improved with more thought given to task descriptions and volunteer support and training. Derby City Libraries currently has 88 people registered to volunteer, 47 of these are active; the remainder have completed their role or are being processed. Active volunteers do an average of 2 hours a week each. Volunteers enable the library service to offer more community focussed events and activities and help our staff to offer improved customer service. All volunteers receive a certificate; and if needed a reference.'

Dawn Gebski, Library Operations Manager

Derby Adult Learning Service also involves volunteers as part of its service delivery. Volunteers are recruited to provide additional support to learners in



classes. Learning Partner volunteers support learners with disabilities to attend main programme leisure courses such as crafts, yoga and Indian cookery. In Skills for Life (Literacy, Numeracy and ESOL) courses, volunteers support individuals and small groups of learners to work on specific skills. A smaller group of volunteers with relevant subject skills support groups of learners in courses.

Currently there are 23 Learning Partner volunteers, 17 Skills for Life volunteers and 6 group volunteers.

Learning Partner volunteers enable learners with disabilities to access courses for which we have no funding to provide paid support staff.

Skills for life volunteers support learners who would not qualify for funded support workers but who benefit from additional help on specific skills to enable them to achieve their learning goals and gain qualifications.

3.42 Employer Support for Volunteering

In terms of providing volunteers Job Centreplus have a scheme for supporting their staff to volunteer.

The Department for Work and Pensions (DWP) employee volunteering initiative is called Community 10000. The initiative provides DWP staff of all grades with the opportunity to volunteer for one day for a charity, voluntary or community organisation which is linked to DWP customers or communities where people live.

Volunteer placements can be for individuals or teams. Volunteers can undertake a number of activities, some recent examples include helping to develop IT skills, helping in a charity shop, supporting group activity at a day centre, gardening, clearing heath land and decorating - the options are many and varied.

Feedback from over 9000 volunteers who have taken part and the 300+ organisations has been extremely positive. The groups have been very appreciative of 'an extra pair of hands' for a day and some volunteers go on to volunteer in their own time

In the 2011-12 Voluntary Sector Strategic Action Plan the voluntary sector identified this area as a potential development for other public bodies.

4. Strategic Aims & Objectives 2011-14

Aim

To increase the proportion of Derby residents who regularly volunteer by 2% by 2014.

Objectives

1. To develop a city-wide approach to the promotion of volunteering and recruitment of volunteers.
2. To develop and implement a coordinated approach to employers support for volunteering.
3. To identify and support the development of a range of volunteering opportunities meeting the needs of new volunteers.

The aim and objectives have been set by the Strategic Volunteering Group and directly link in to the Derby Plan.

5. Action Plans 2011-12

The Strategic Volunteering Group has worked with a number of other groups, specifically the Volunteer Coordinators' Forum and the VCS Leadership Group, to develop the action plans for the next year. The work has sub-divided into two work streams. The first of these is looking at how Objectives 1 and 3 are progressed and the second is focused on Objective 2.

5.1 Action Plan for Supporting Volunteer Involving Organisations 2011 - 2012

There will be a number of areas within this action plan where thematic and sector crossover occurs; for example, volunteers' week will need to include input from organisations across all sectors in order to showcase a realistic picture of volunteering in Derby and to raise the profile. It is important to recognise that buy in is needed at a senior and operational level for any form of volunteering development to be successful; volunteers are not a free resource, any development takes time, effort and consultation with staff, service users and volunteers.

5.11

Objective	Target	Actions	By when	By Whom
Ensuring all developments within the Volunteering Strategy are influenced by volunteers	Evidence of where volunteers have influenced decisions within task groups	1. Annual volunteers forum	Nov 2011	SVG subgroup VCF
		2. Mystery shopper	Jan 2012	Community Action
		3. Volunteer voice survey	March 2012	SVG subgroup VCF Community Action
		4. Volunteers week	June 2012	SVG subgroup VCF Community Action



Notes

We will compare the Mystery Shopper findings against evaluations from the Volunteer Centre at Community Action and report on both. We will gather information about volunteers' experiences, capturing the good and the not so good, and share their stories in order to show impact and to help make improvements. We will need to consider video diaries, blogging, social networking and the media in the run up to volunteers' week to highlight volunteers' experiences. A formal survey capturing the experiences of city volunteers will be designed and sent out to volunteers and volunteer involving organisations in Derby during March 2012. The results will be presented during volunteers' week.

5.12

Objective	Target	Actions	By when	By Whom
Improving the recruitment and induction of volunteers by the effective use of shared resources	Pilot and evaluate a volunteering passport scheme	Set up a project group	Nov 2011	SVG subgroup Partner orgs
		Develop a generic model	Jan 2012	SVG subgroup VCF
		Pilot within group	March 2012	Community Action Partner orgs
		Evaluation report	Sep 2012	

Notes

The volunteering passport will enable volunteers to acquire an understanding about the world of volunteering before their volunteering placement begins. It will give them the opportunity to learn key generic skills needed in all volunteering areas. This is likely to include roles and responsibilities, health and safety, and equal opportunities for example. Volunteers will receive a certificate upon completion of the course. VCF delegates will work with SVG members to shape the development of the passport scheme, leading to a standardised citywide delivery of the course at different locations/times across the city.



5.13

Objective	Target	Actions	By when	By Whom
Improve volunteering support services	Implement recommendations from service review	Review the following: 1. Brokerage 2. Marketing 3. Development of opportunities 4. Good practice development 5. Policy response and campaigning 6. Strategic development of volunteering	To be completed 30 Sep 2012	SVG subgroup VCF

Notes

As an existing Volunteering England quality accredited centre, the Volunteer Centre based at Community Action will be the main lead in this area. SVG task group meetings will be held every two months to lead on the review of each of the six topics. Considerable work is already being undertaken by the Volunteer Centre and partners, particularly in brokerage whereby a substantial number of enquiries is currently being received. At the time of writing, the Volunteer Centre currently has 413 active volunteering opportunities on its database covering a wide range of areas/tasks. Checking for gaps, local and national trends, looking at the diversity of volunteers and opportunities, and asking what volunteers would like to do will help to develop new volunteering opportunities for all in the City. Making effective use of low cost online resources such as the national volunteering website www.do-it.org.uk, i-volunteer and the 'volunteering in Derby and Derbyshire' Facebook page will help to raise awareness of new and established volunteering opportunities. Community Action will continue to host the bi-monthly Volunteer Co-ordinators Forum (VCF); the format includes workshops and discussion topics on volunteering and good practice; members determine content and structure.



Objective	Target	Actions	By when	By Whom
Volunteer involving organisations are offered a higher level of support to recruit and train their volunteers	Assess the feasibility of a charged for support service for the recruitment, placement & retention of volunteers	Set up a project group	Nov 2011	SVG subgroup
		Develop a generic model	Jan 2012	SVG subgroup
		Complete feasibility report	Sep 2012	Community Action

Notes

Several organisations have suggested the need for a bank of trained volunteers ready and able to respond to volunteering tasks as and when they come up. There is a need to identify key volunteering areas and tasks as some areas would not be suitable. Any organisation leading on this development will need to carefully consider the cost for this service. Recruiting, screening, training and supporting volunteers into external placements (and continually supporting them) takes considerable time and resource. It is, for example, very different to the free volunteer brokerage service offered by the Volunteer Centre.

Objective	Target	By When		By Whom
Increase the number of volunteers involved in public sector service delivery	Design a package of support for public sector organisations who wish to involve volunteers in their service delivery	Establish Task group	November 2011	Derby City Council Community Action Other public sector partners
		Audit existing use of volunteers across public sector services	January 2012	
		Review existing volunteer management resources	January 2012	
		Design support package	April 2012	
		Pilot/evaluate support package	Completed December 2012	
Promote with public sector partners	January 2013			



5.2 Action Plan for Employer Supported Volunteering 2011-12

There will be a number of areas within this action plan where thematic and sector crossover occurs; for example, volunteers' week will need to include input from organisations across all sectors in order to showcase a realistic picture of volunteering in Derby and to raise the profile. It is important to recognise that buy in is needed at a senior and operational level for any form of volunteering development to be successful; volunteers are not a free resource, any development takes time, effort, consultation with staff, service users and volunteers.

Objective	Target	Actions	By when	By Whom
To increase the number of employers encouraging their staff to volunteer in Derby schools	To increase the number of schools recognising the benefit of this 'free' resource.	Set up working group to look at schools volunteering Identify route for promoting the benefits of employer supported volunteering with schools Implementing new communications/structures	December 2011 March 2012 July 2012	Business In The Community Trade Unions Under-performing schools team Head Teachers PSHE leads Governors Community Enterprise
To provide an effective on-line facility to enable the VCS, possibly through CAD, to advertise their volunteering needs and for third parties includes the private sector, or Business In The Community acting as a broker, to access possible opportunities for volunteering.	The VCS through CAD Derby possibly using the Transforming Local Infrastructure funding	Explore the possibility of a 'Portal' managed by CAD Derby.	End December 2012	CAD Derby and Derby TLI partnership.

To explore the concept of an 'Associate Membership' of CAD Derby open to private sector and statutory sector employers who recognise the importance of VCS and wish to support it	Businesses, in its widest sense, who wish to support CAD Derby.	CAD Derby to consider the concept and if agreed promote the opportunity to employers through organisations like the Chamber of Commerce and BITC	March 2012 to allow time for rule change motions to CAD Derby AGM	CAD Derby
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SME support for volunteering (ESV)

Objective	Target	Actions	By when	By Whom
To increase the number of private sector employers encouraging their staff to volunteer in Derby	Establish a social enterprise ESV model	Set up a project group	Nov 2011	SVG ESV sub group Community Enterprise
		Develop a model	Jan 2012	SVG ESV sub group Community Enterprise
		Identify a number of key areas to pilot	March 2012	SVG ESV sub group Community Enterprise
		Pilot within group	Sep 2012	Community Enterprise
To increase the number of public sector employers encouraging their staff to volunteer in Derby	Design a menu of options for ESV for public sector organisations	Establish task group	November 2011	
		Design menu	March 2012	
		Pilot model/tool kit/support	Completed September 2012	
		Evaluation report	October 2012	
		Promotion of menu	January 2013	



Notes

Community Enterprise Derby is a Community Interest Company (CIC) owned by Community Action. The organisation was established in October 2009 to deliver the worklessness contracts on behalf of Community Action and to enable surpluses to be generated that can be re-invested into the charity. Providing a service to broker and support private sector involvement with local community groups can be beneficial to employers, employees and the community. Opportunities can include team challenge activities, trustee and mentoring schemes right through to long lasting cross sector relationships. Research is needed in the initial phase to assess the required product and pitch in order to sell to companies. It is anticipated that the focus will be on companies who do not currently have internal CSR support, thus proving an ideal opportunity to link the activity to the employee and their personal/professional development.



Appendix 1

Membership of Strategic Volunteering Group

Members:

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Appendix 2 – Derby city and Neighbourhoods Partnership ‘Turning the Curve’ Report

Turning the Curve Report		
Population	All people in Derby	
Outcome	A Strong Community	
Indicator	Volunteering	
Indicator Baseline		
Story behind the baseline...	<p>What factors are driving the baseline?</p> <p>What are the causes/forces at work?</p>	<ul style="list-style-type: none"> ★ Economic situation – jobs ★ Push in youth volunteering – gaining skills and experience. ★ Smaller local government services ★ increased number of healthy older people
Data Development Agenda (1)	Are there any further data needs?	Neighbourhood wards, equality age gender motivation – economic, themes/areas. Informal volunteering.
Key Partners	<p>Who’s involved?</p> <p>Who’s missing?</p>	Missing: Job centre plus, employers, volunteers, disadvantaged groups, mental, health
Best Ideas – What Works	We could...	<ol style="list-style-type: none"> 1. Promotion/celebration of volunteering 2. Support those who are already supporting volunteering – better co-ordination 3. Low cost: Ask people to volunteer <p>Compulsory volunteering - employees</p>
Think SHARP EDGES! <ul style="list-style-type: none"> ★ Specific ★ Leverage ★ Values ★ Reach 	Idea 1	
	Idea 2	
	No Cost / Low Cost Idea	
	Off the Wall Idea	



Appendix 3

Additional Facts & Statistics and Figures for England (taken from www.volunteering.org web site)

- In 2008/09 71% of adults volunteered in some way with 47% volunteering at least once a month (2008/09 DCLG Citizenship Survey).
- In 2008/09 41% of adults volunteered formally (giving unpaid help through a group, club or organisation) and 62% volunteered informally (giving unpaid help as an individual to someone who is not a relative) (2008/09 DCLG Citizenship Survey).
- In 2007/08 formal volunteers contributed an estimated £22.7 billion to the UK economy (UK Civil Society Almanac).
- The average number of hours spent volunteering per volunteer declined by 30% between 1997 and 2007 (Helping Out, 2007). Evidence also suggests that there is a trend towards more episodic volunteering (The UK Civil Society Almanac 2009).

Who Volunteers?

- In 2008/09 42% of females formally volunteered compared to 38% of males (2008/09 DCLG Citizenship Survey).
- In 2008/09 42% of white adults formally volunteered compared to 34% of minority ethnic group adults. However, although different ethnic groups show different rates of formal volunteering deeper exploration shows that this is due to factors other than ethnicity such as socio-economic classification, age, geography and income etc (2008/09 DCLG Citizenship Survey).
- In 2008/09 35 to 49 year olds were by far the most likely age group to formally volunteer at 47%. Younger volunteers were relatively more likely to volunteer informally than formally (2008/09 DCLG Citizenship Survey).
- In 2008/09 32% of those with a long-term limiting illness or disability formally volunteered compared with 43% of those with no long-term limiting illness or disability (2008/09 DCLG Citizenship Survey).
- Rates of formal volunteering vary greatly by socio-economic classification. In 2007/08 those in higher/ lower managerial and professions were the most likely to formally volunteer (55%), with intermediate occupations/ small employers (43%), lower supervisory and technical/ semi-routine (36%), routine occupations (28%), never worked/long-term unemployed (30%) and full time students (47%) (2007/08 DCLG Citizenship Survey).



Volunteer management

- The vast majority of volunteers are happy with the advice and support they receive from the organisation that they volunteer with. Of those who want advice and support 94% say it is adequate or better (Helping Out, 2007).
- The top five benefits from volunteering given by volunteers are: 'a sense of satisfaction from seeing the results' (97%), 'I really enjoy it' (96%), 'it gives me a sense of personal achievement' (88%), 'meet people and make friends' (86%), 'gives me the chance to do things that I am good at' (83%) (Helping Out, 2007).
- A number of barriers to volunteering remain. The top five reasons for not getting involved were: 'not enough spare time' (82%), 'put off by bureaucracy' (49%), 'worried about risk/ liability' (47%), 'don't know how to find out about getting involved' (39%), 'not got the right skills/ experience' (39%) (Helping Out, 2007).

The National Survey of Third Sector Organisations (Ipsos MORI 2008) revealed that the city of Derby has 555 registered Voluntary sector organisations, representing 2.37 per capita. Nationally the average VCS per capita presence is 3.38.

In the same survey the city showed that it was growing its VCS capacity by 4% per annum (the national average through the same period was 3%).

The total number of Derby Trustees/VCS Directors at the time of the 2008 survey was 2558, representing a per capita figure of 11.94 for the city. The national average per capita figure for VCS Trustees / directors was shown to be 15.31.