



VOLUNTEER POLICY

This Care Farm believes that becoming a Volunteer can offer the chance for people to gain fulfilling experience whilst working in a pleasant, rural environment, helping people with additional support needs to reach their full potential.

Densholme Care Farm is firmly committed to diversity in all areas of its work. We are committed to developing and maintaining an organisation in which differing ideas, abilities, backgrounds and needs are fostered and valued and where those with diverse backgrounds and experiences are able to participate and contribute.

Densholme Care Farm believes that volunteering is an option that should be available to everyone irrespective of any protected characteristics.

The Volunteers' Charter provides the basis for the company's policy for volunteers.

- Volunteers will undertake an induction to the Care Farm on their first day supported by a Supervising Officer. This will involve familiarisation with farm policies and procedures with paramount focus on their health, safety and welfare.
- Volunteers will have a clear idea of the tasks they are asked to perform and of the responsibility that goes with these tasks, in particular their responsibilities with regard to health and safety.
- Volunteers will know who is designated as having responsibility for their support and supervision. Volunteers will have regular access to this person and this person will ensure that each Volunteer is adequately supported.
- To ensure fair representation of their needs and interests, Volunteers will have access to and play a part in the decision-making process within the care farm.

- Volunteers will be protected against exploitation of their interests. They will not be put under pressure to do work which goes against their principles.
- Volunteers will be protected against risks which occur as part of their duties. They are covered by Public Liability Insurance.
- Volunteers will not suffer financial loss whilst at the Care Farm. They will be provided with adequate tools, equipment and materials to enable them to carry out their tasks.
- The relationship between paid workers and volunteers at the Care Farm will be complementary and mutually beneficial.
- Volunteers may join a Trade Union and will be made aware that some Unions offer free membership to volunteers.