



Circular Communities Scotland Share and Repair Gathering

**Alan Stevenson, CEO
Volunteer Scotland**

About Volunteer Scotland



**Research and
Evaluation**



**Practice and
Standards**

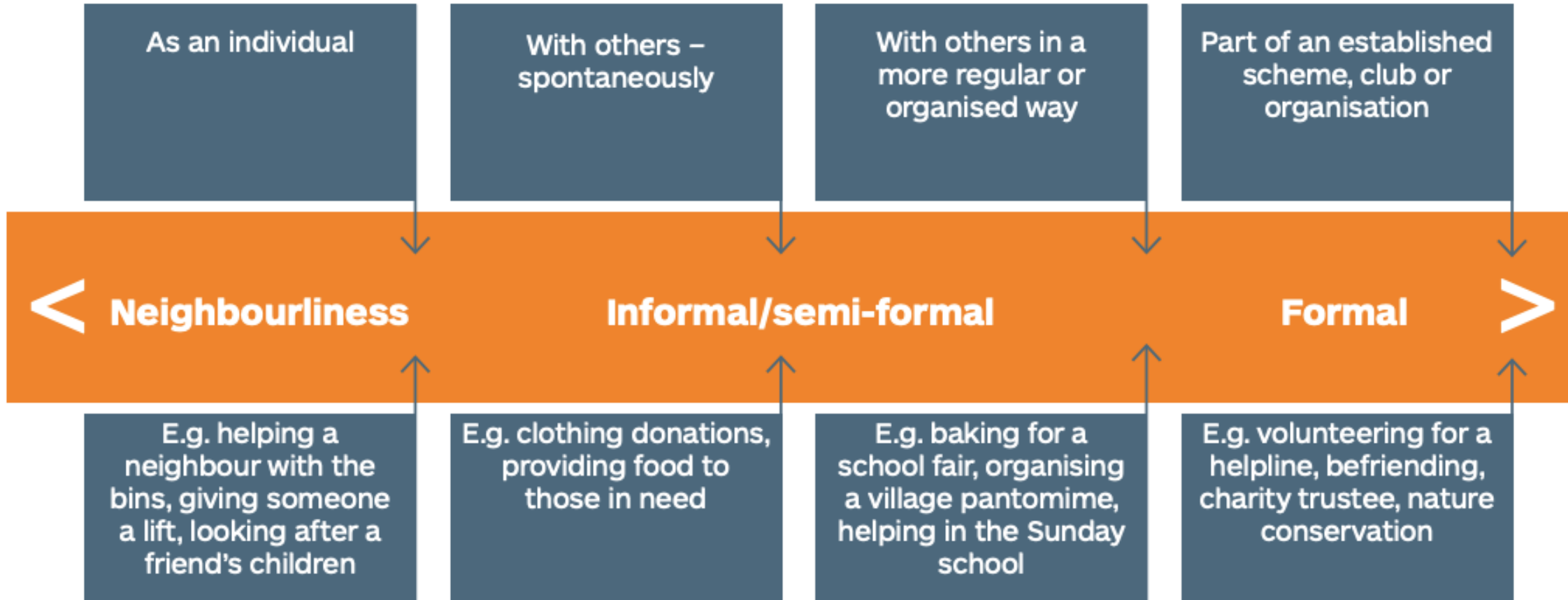


**Events, Partnership
and Comms**



**Policy and
influence**

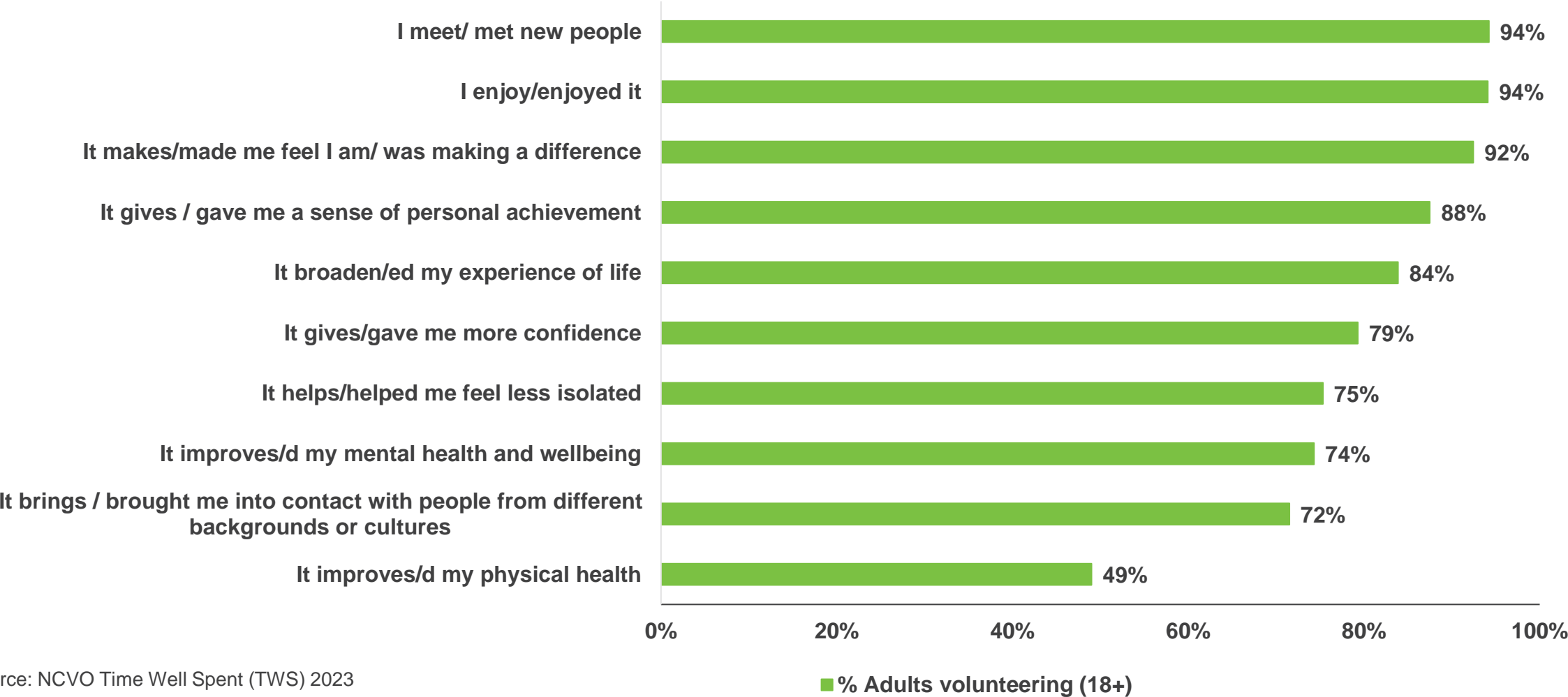
What is volunteering



Volunteering in Scotland

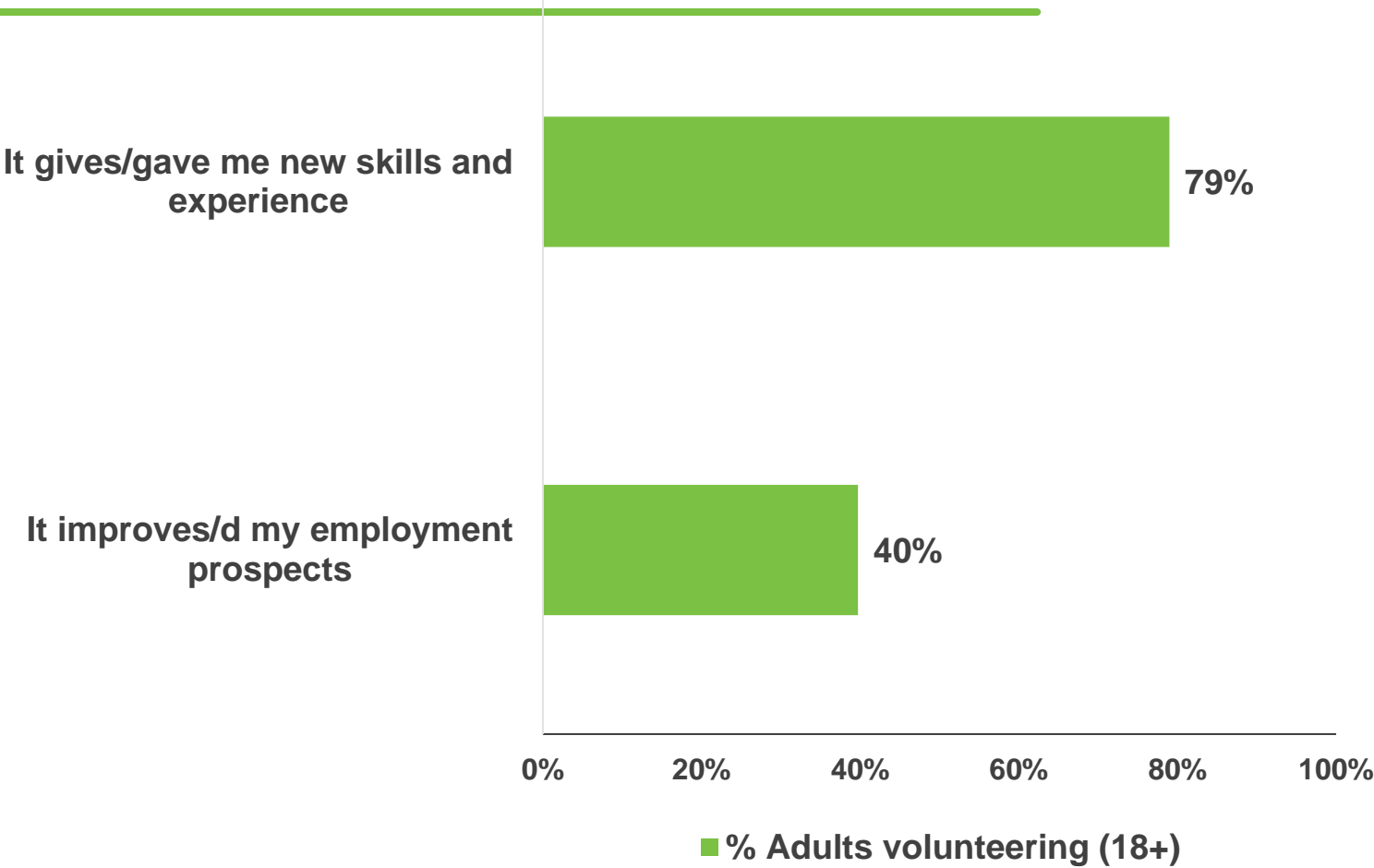
Impacts

Wellbeing Benefits of volunteering



Source: NCVO Time Well Spent (TWS) 2023

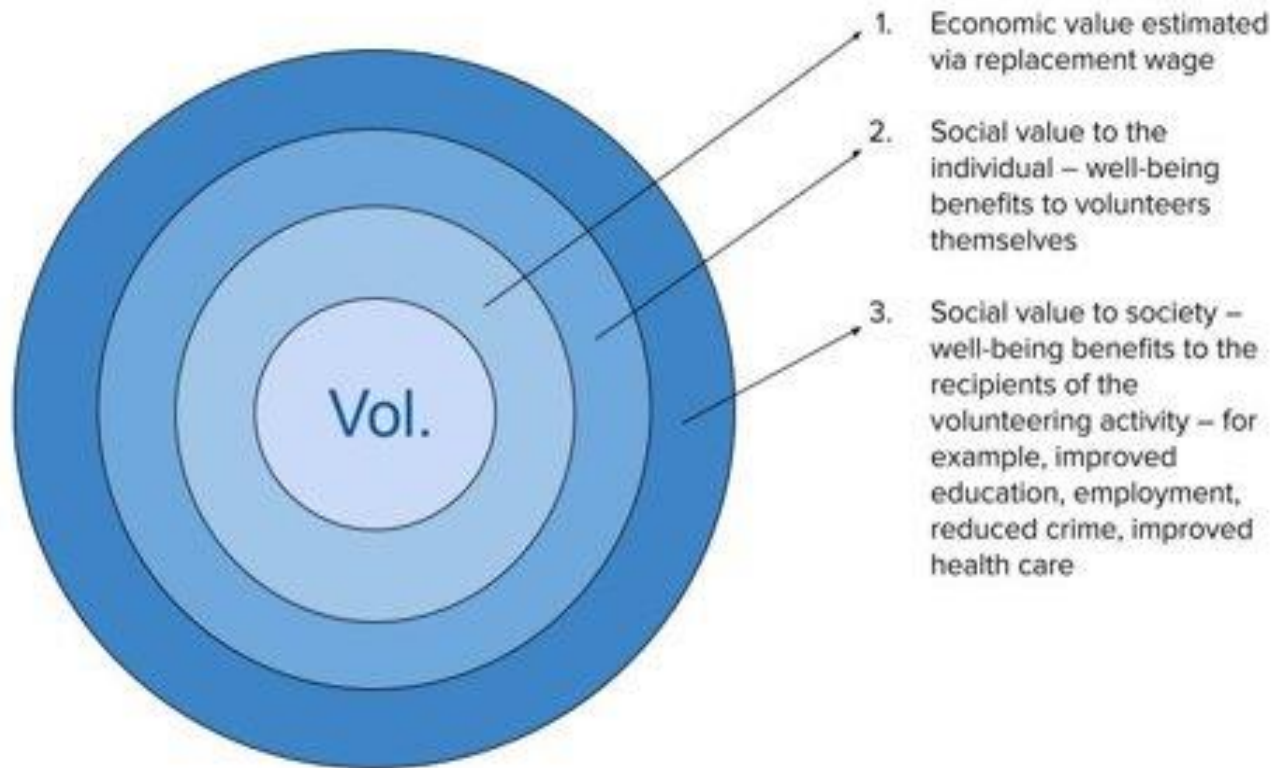
Career Benefits of volunteering



Source: NCVO Time Well Spent (TWS) 2023

Halo of value – Beyond economic value

Concentric circles of value radiating out from the volunteer – a "halo" of value generated by the giving of their time to their community.



1. The economic value estimated via replacement wages for formal volunteers in Scotland is 2.15 billion.

+

2. Social value to the individual is a current project being run by our research team; results will be released in the next few months.

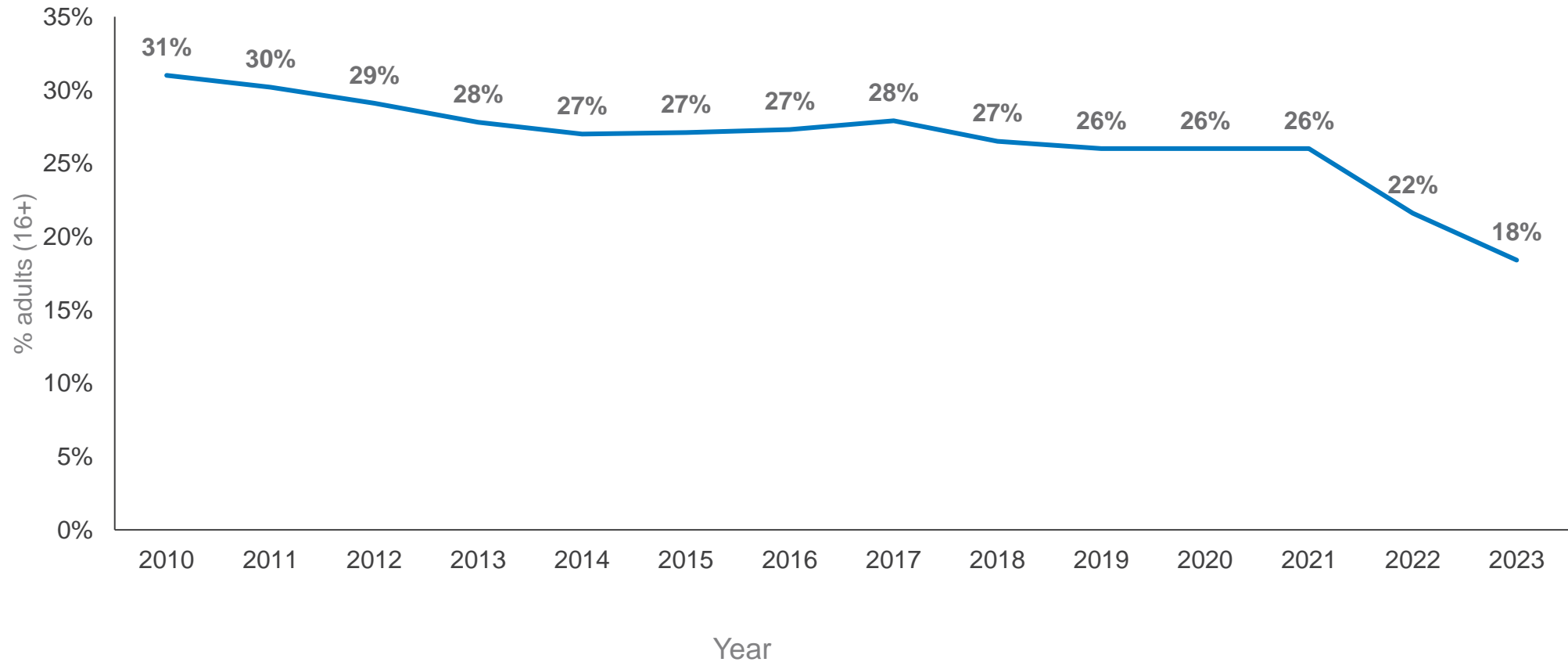
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3. Social value to society is an area that requires further research in Scotland.

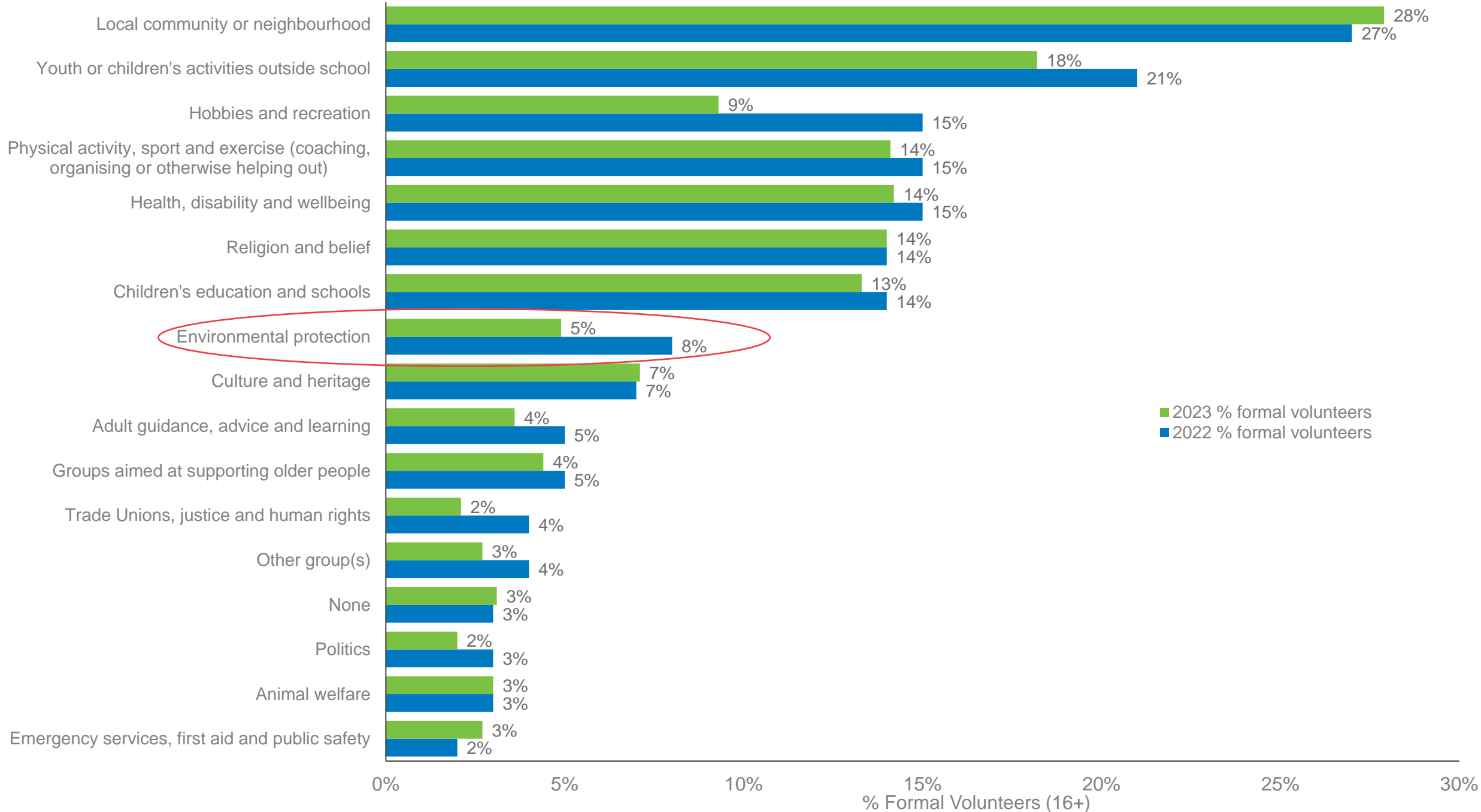
Volunteering in Scotland

The National Picture

Formal volunteering is in decline



Source: SHS 2007-2023



Source: SHS 2022 n=2,090
 Source: SHS 2023 n=

SHS 2023: demographics

Demographic group	Biggest change (2022 - 23)	Smallest change (2022 - 23)
Age	16 - 34 4 percentage point decrease	60 or over 2 percentage point decrease
Gender	Male 4 percentage point decrease	Female 2 percentage point decrease
Ethnicity	Minority Ethnic groups 5 percentage point decrease	White: Other 2 percentage point decrease
Disability	Non disabled 4 percentage point decrease	Disabled 1 percentage point decrease
Deprivation SIMD Q	SIMD Q3 and Q4 4 percentage point decrease	SIMD Q1 and Q2 2 percentage point decrease
Urban / Rural	Remote small towns 7 percentage point decrease	Large urban areas 1 percentage point decrease

Volunteering is under **pressure**

Key Findings From Our Survey

View full survey results [here](#)



of VIOs are experiencing challenges with volunteer recruitment.



of VIOs cite fewer people are coming forward to volunteer



of VIOs are struggling with volunteer retention

Reality on the ground

SCVO data

Negative impacts of the Cost-of-Living crisis: mental health, time to connect, ability to pay for basic necessities and leisure

The sector is struggling with volunteer shortages





Creating a nation of volunteers



Get involved in Scotland's Volunteering Action Plan

- Launched June 2022 by Volunteer Scotland and the Scottish Government
- 'Living Plan' with 10-year life cycle
- 49 actions, many underway working with organisations across Scotland
- Focus on inclusion, lifelong engagement, spaces for volunteering and recognition



View all 49 Plan Actions here to see how we're making progress in this 10-year project. Key collaborators and supporters are actively contributing to our success. Explore key examples and evidence of development, and follow along as we continue updating with ongoing progress and new achievements.

Keep creating **great** volunteering experiences

1. **Recognise volunteers** – can be as simple as remembering to say thank you to running celebration events and award ceremonies
2. **Involve volunteers in the decisions that affect them** – this is key to creating better experiences
3. **Make it easier to volunteer** - more flexibly, more inclusively. Also exploit the links between participation and volunteering
4. **Strive for a 5* experience** – find ways to assure quality and measure impact. Consider the Volunteer Charter and [Investing in Volunteers](#)
5. **Volunteers are the best advocates** - help volunteers tell their stories and encourage new volunteers to get involved

Become a 'Charter Champion'!

10 Principles for ensuring appropriate and meaningful volunteering:

- Volunteering is a freely made choice
- Payment of expenses and adequate training/support
- Volunteers not used to replace paid workers
- Volunteers not used to generate profit
- Become a [Charter Champion](#)

VOLUNTEER CHARTER Volunteer Scotland  **stuc**

10 key principles for assuring legitimacy and preventing exploitation of workers and volunteers.

- 1 Any volunteer activity is a freely made choice of the individual
If there is any compulsion, threat of sanctions or force, then any such activity is not volunteering.
- 2 Volunteers should receive no financial reward for their time however out of pocket expenses should be covered
No one should be prevented from volunteering due to their income.
- 3 Effective structures should be put in place to support
- 6 Volunteers should not be used instead of paid workers or undercut their pay and conditions of service
Nor undertake the work of paid workers during industrial disputes.
- 7 Volunteers should not be used to reduce contract costs
Nor be a replacement for paid workers in competitive tenders or procurement processes.
- 8 Volunteers should not be used to bypass minimum

CHARTER CHAMPION
VOLUNTEER CHARTER

Become a Charter Champion!

Before pledging support for the Volunteer Charter we ask you download and review the relevant guidance document to you/your organisation. In some instances you/your organisation might fit into both categories in which case both options will be of interest.



I influence decisions about volunteering outside my organisation

If you/your organisation doesn't work directly with volunteers but has influence over how volunteering is resourced or represented in policy then this guidance document is for you.



I work for a volunteer involving organisation (VIO)

If you directly support volunteers or work for an organisation or group that involves volunteers in the delivery of its services then this guidance document is for you.



Other support



[Volunteer](#) [Why Volunteer](#) [Your Stories](#) [Help & Advice](#)



[Find opportunities](#) [Find events](#) [Find organisations](#)

Keywords

Enter keywords

[Sign in to use saved searches](#)

[List](#) [Map](#)

Total volunteering opportunities: 3,247 | Current page: 1 of 325

Guidance and Resources

Helping you to involve volunteers effectively is at the heart of what we do!

Please note: We are currently reviewing and updating previously listed guidance documents and templates and will add these to the categories below when they are completed.

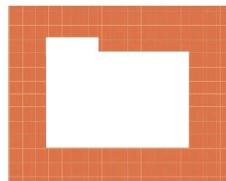
Category Search

[General Practice Guidance](#)

[Compliance Guidance](#)

[Inclusion Top Tips](#)

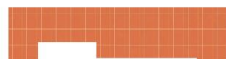
General Practice Guidance



Creating a Positive Volunteer Induction

An induction is a way to introduce a new volunteer to your organisation. This helps them feel part of the team and helps you make sure they have all the information they need to have a great experience.

[Download PDF](#)



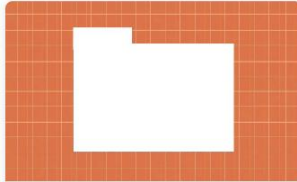
Creating a Volunteer Agreement

Volunteer Practice

volunteerscotland.net



[Advertise Your Opportunities](#)



[Guidance and Resources](#)



[Training and Workshops](#)



[Quality Standards](#)

There's no better way to improve

Training and Workshops

Increasing your knowledge of Volunteer Practice is very important to us - it's what we do!

All of our Training and Workshops have been designed to help you make a positive impact on your volunteer programme and on the volunteers who freely give their time and expertise. These include:

- Open University Courses – Free to access any time and therefore have no start/end date or time
- Quality Standard Workshops – Free, 2 hour online workshops

Click to view

[Open University Courses](#)

[Quality Standard Workshops](#)

Investing in Volunteers

What is Investing in Volunteers?

Investing in Volunteers (iIV) is the UK Quality Standard that helps you assess and improve the quality of your volunteer management and involvement, prove and improve the effectiveness of your work with volunteers and enhance your organisation's reputation.

Achieving the standard shows your current, and potential, volunteers how much they are valued and gives them confidence in your ability to provide an outstanding volunteer experience. It also reassures funders of the quality of your practices.



Find out more about iIV

Book a discovery call with Adrian!

[Book here](#)



What does the iIV standard cover?

The Investing in Volunteers (iIV) standards have been active since 1995 and were most recently updated in March 2021. There are six quality areas that a volunteer involving organisation needs to work on to achieve the award.



Thank you



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