

Volunteering for All

Scotland's Volunteering Framework
April 2019

Objectives of the Framework

- Set out clearly and in one place a coherent and compelling narrative for volunteering
- Define the key outcomes desired for volunteering in Scotland over the next ten years
- Identify the key data and evidence that will inform, indicate and drive performance at a national and local level
- Enable informed debate and decision about the optimal combination of programmes, investments and interventions

At a Glance

A CASE FOR CHANGE

This section sets out the rationale for doing more to widen participation and improve access to opportunities, in the context of wider societal and demographic change.

Under representation of disadvantaged groups in formal volunteering roles



A heavy reliance on civil core

51% of people have volunteered in their lifetime;



19% of all volunteers provide 65% of volunteering hours.



No room for complacency
By 2041 there will be 428,000 more adults 65+ but 144,000 fewer working age adults. More people will be living with long term conditions.



Growth of technology

We need to balance digital volunteering with the value of face-to-face interaction.



WHO IS THIS FRAMEWORK FOR?

The changes required demand action across sectors and by multiple partners.



The Volunteering spectrum

This section describes what we mean by the term 'Volunteering'. It is used to describe the wide range of ways in which people help out, get involved, volunteer and participate in their communities (both communities of interest and communities of place).

Volunteering is a choice. A choice to give time or energy, a choice undertaken of one's own free will and a choice not motivated for financial gain or for a wage or salary.

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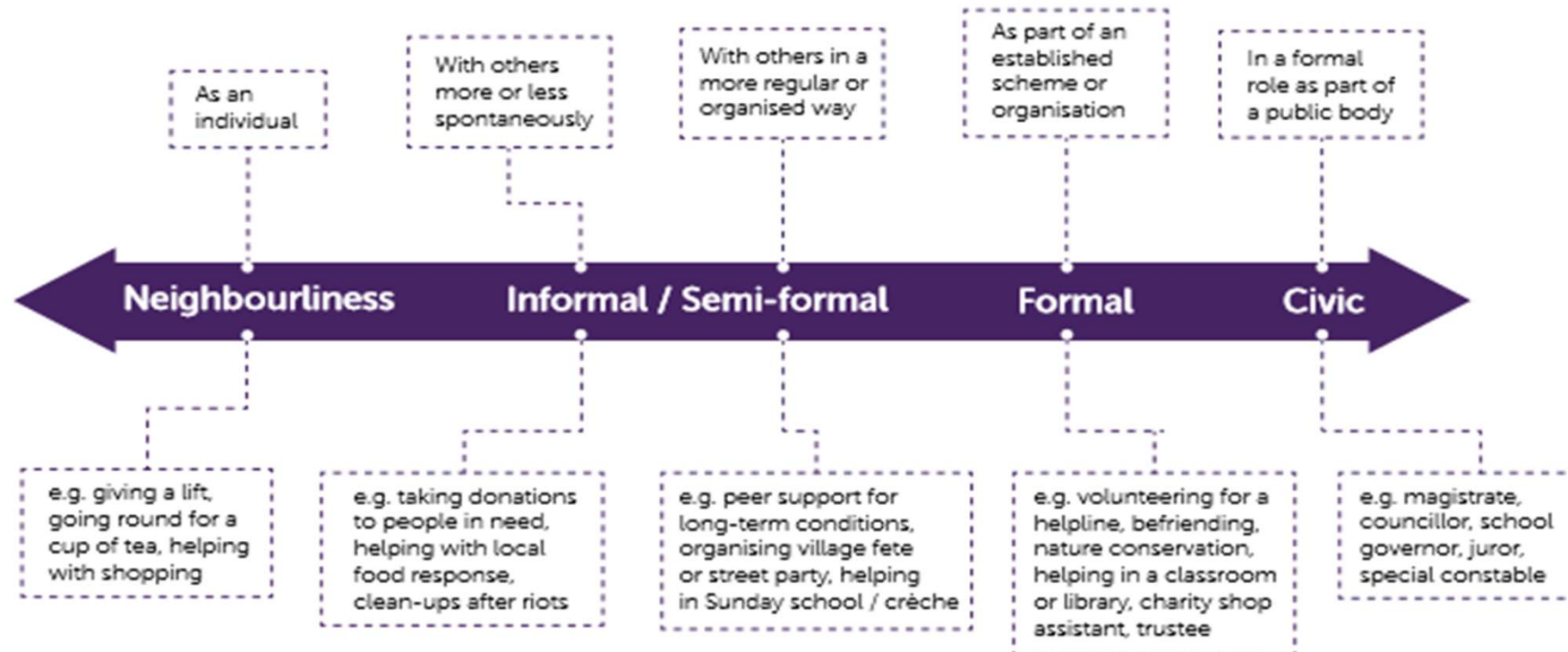
Neighbourliness

Informal/semi-formal

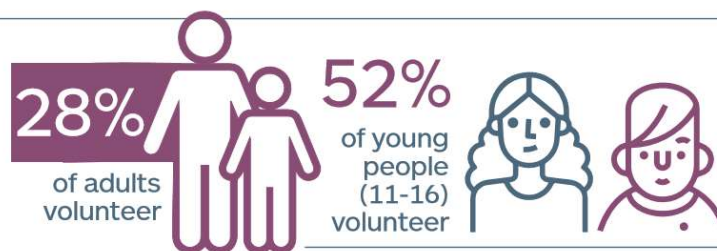
Formal


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The Spectrum of Volunteering




Who volunteers?



The volunteering rate for those with a long-term health condition of 12 months+ and/or a disability was only **13% in 2017** compared to a national volunteering rate of **28%** 

In 2017 those earning **+ £40,000** have the highest volunteering rate at **39%** which is nearly double the rate (20%) for those earning **£6,000-£10,000** 

In 2016, the volunteering rate for those with degree or professional qualifications was **42%** compared to a volunteering rate of only **11%** for those with no qualifications. 

Volunteers combine different types of activities, causes, organisations and frequency of involvement which reflect their own lifestyles, values and priorities. 

Younger adults have tended to work with children and with sporting activities. Older adults have preferred to volunteer for religious organisations, community groups and groups working specifically with the elderly. 

Volunteers in Scotland are most likely to be female. 

The logo for CIVIC CORE is a blue speech bubble shape. It consists of a solid blue rectangle with a smaller, slightly offset blue rectangle on top, creating a speech bubble effect. The text "CIVIC CORE" is written in white, uppercase letters inside the main blue area.

CIVIC CORE

In 2016, 19% of all
volunteers delivered
65% of all volunteer
hours

Key findings

The majority of people make some contribution at some point in their life – but those who sustain this over their lifetime are in the minority.³⁴ And yet these are the people organisations rely on most.

There are stark inequalities in participation – particularly in formal volunteering.

People participate in different ways and at different times and all volunteer journeys are unique.

Place is important.

Volunteer experience matters.

Barriers reflect wider structures of inequality, and so change is linked to wider social policy.

Values play an important role in motivating and sustaining engagement.

There is no single lever that will result in increased and improved volunteering participation – action is required across sectors and by multiple partners.

³⁴ https://www.ncvo.org.uk/images/documents/policy_and_research/volunteering/Volunteer-experience_Summary.pdf
{Note: this relates to vol participation in GB
i.e. excl N Ireland}

Barriers to Volunteering

- Practical
 - time, physical access, transport, costs, language
- Structural
 - decline of places and spaces, technical development, bureaucracy, inflexibility of offer, lack of access to equipment, lack of support
- Emotional
 - Lack of confidence, not knowing what to expect, not feeling welcomed or valued, stigma, stereotypes, fear

Diversity

- Demographics of Scotland means the Civic Core is not going to be able to continue to give time in the same way as it has.
- We need to attract a diverse range of volunteers for a diverse pool of people to sustain volunteering in Scotland.

**" It is this generosity of spirit,
this selfless giving of one's self,
that is transforming our
communities".**

The Framework

Our Purpose:

To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth.

Our Values:

We are a society which treats all of our people with kindness, dignity and compassion, respects the rule of law, and acts in an open and transparent way.



OUR OUTCOMES



Volunteering and participation is valued, supported and enabled from the earliest possible age and throughout life.

Volunteering in all its forms is integrated and recognised in our lives through national and local policy.

There is an environment and culture which celebrates volunteers and volunteering and all of its benefits.

The places and spaces where we volunteer are developed, supported and sustained.

There are diverse, quality and inclusive opportunities for everyone to get involved and stay involved.

VIOs across the public, private and third sectors should:

- Adopt the principles of Volunteering for All in volunteer practice, reviewing their existing processes and guidelines.
- Consider ongoing opportunities to measure the impact of their work, on volunteers, beneficiaries, staff and the wider community.³⁷
- Build links with and across communities, seeking opportunities to share resources and expertise.
- Prepare for future volunteer recruitment, being mindful of the changing contexts in which they operate.

Local Authorities

Local Authorities should:

Develop strategies with public sector partners to support volunteering and community involvement, working collaboratively with people to help sustain vital local infrastructure such as transport, and meeting places.