

VOLUNTEERS' WELLBEING POLICY

INTRODUCTION

The Volunteer Policy outlines the standard of support that Menhirs Fate aims to have in place for all volunteers.

Menhirs Fate values the health and safety, and wellbeing of all its volunteers. This policy outlines our commitment to creating a supportive environment where all volunteers feel valued, respected and empowered. By prioritising volunteer wellbeing, we aim to enhance volunteer experience and ensure effective contribution and sustainability.

Menhirs Fate:

- Considers safeguarding at all stages of volunteering, to include implementing and maintain the right policies to keep all volunteers safe;
- Will have regular contact with all volunteers, offering one-to-one meetings to see how things are going and find out what support might be needed;
- Encourages feedback from volunteers, which Menhirs Fate believes is vital to providing a good experience.

WELLBEING PRINCIPLES

Respect and Dignity

Volunteers should always be treated with respect and dignity. Discrimination, harassment and bullying are not tolerated.

Inclusivity

We are committed to creating an inclusive environment where all volunteers feel welcome, regardless of their background, abilities or circumstances.

HEALTH AND SAFETY

Work Environment

The work environment of volunteers must always be safe, healthy and conducive to volunteer wellbeing. Regular risk assessments will be conducted to identify and mitigate potential hazards.

Training and Equipment

Volunteers will be provided with appropriate training and equipment in order to perform their roles safely and effectively.

MENTAL AND EMOTIONAL WELLBEING

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Support Systems

Volunteers will have a volunteer coordinator or head of department. We recognise that peer to peer support can be an important part as well and will create a list of mental health first aiders available at the event alongside formal resources such as mental health charities available at the event

Open Communication (Transparency)

Menhirs Fate fosters an environment where volunteers should feel comfortable discussing their wellbeing. Volunteers are encouraged to speak up about any issues they may be facing, without fear or reprisal/judgment.

Recognition and Appreciation

We aim to regularly appreciate and recognise volunteers' contributions in order to maintain a sense of belonging and value.

WORK-LIFE BALANCE

Flexible Scheduling

We are able to offer flexible volunteering schedules to help volunteers balance their commitments and personal life.

Breaks and Downtime

Menhirs Fate encourages regular breaks and downtime to prevent burnout and ensure that all volunteers remain engaged and energised.

SUPPORT AND DEVELOPMENT

Induction and Training

We provide a comprehensive induction and relevant training (that may be in the form of online training or workshops) in order to equip volunteers with the knowledge and skills they need to thrive in their roles.

Personal Development Opportunities

Menhirs Fate aims to support volunteers' personal development by offering opportunities for skill enhancement and progression.

CONFLICT RESOLUTION

Grievance Procedure

Menhirs Fate has a specific and clear Volunteer Grievance Procedure for volunteers to raise concerns or grievances. These shall be handled fairly, transparently and promptly.

Mediation

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We also offer mediation in order to assist with resolving conflicts between volunteers or between volunteers and Menhirs Fate team

MONITORING AND EVALUATION

Feedback Mechanisms

We seek to regularly obtain feedback from volunteers in order to assess their wellbeing and identify areas for improvement. We will seek to obtain feedback from volunteers regularly both informally through their volunteer coordinator and through regular surveys/feedback forms.

Policy Review

This Volunteers Wellbeing Policy will be periodically reviewed and updated as required, such that it remains relevant and effective.