

VOLUNTEER POLICY

1. WHAT VOLUNTEERING WITH STREETLIGHTUK ENTAILS:

Volunteers at Streetlight UK contribute their skills, personality and experiences to befriend, support and journey with women involved in Horsham, Crawley and Gatwick off-street sex industry.

Working co-operatively with employees, other volunteers and people from other agencies on occasions in providing a non-judgemental, relational-based service to this group of women.

Finding satisfaction in working as part of a team, in developing new relationships, broadening life experience and putting skills and experience to use in this context.

2. WHO CAN VOLUNTEER WITH STREETLIGHT UK

Due to the nature of the work that we do at Streetlight UK in supporting vulnerable women involved in prostitution, it is our policy decision to only accept female volunteers. This is due to the nature of prostitution and the power balance that exists between men and women involved in prostitution. Specifically as the vast majority of sex buyers are male. We take a women centred approach to our service provision and feel it is more beneficial to our service users mental health and well-being to be supported by another women. Enabling strong relationships of trust and confidence to be built.

3. EXPECTATIONS:

Anyone volunteering with StreetlightUK enters into an agreement in honour only, not a legally binding contract, nevertheless:

3.1 STREETLIGHT UK VOLUNTEERS CAN EXPECT TO HAVE:

3.1.1 INFORMATION ABOUT STREETLIGHT UK AND ITS PROJECTS.

This is given at induction and through regular briefings at team meetings, Outreach and at socials.

3.1.2 AN INDUCTION PROCESS:

This is through written information contained in the Volunteer Information Pack and by personal supervision by outreach team leaders.

3.1.3 ONGOING TRAINING:

Sessions are arranged for in house training provided by employees or outside experts at various times throughout the year on a variety of relevant topics.

3.1.4 GUIDANCE ABOUT TASKS BEFORE BEING ASKED TO DO THEM:

Outreach team leaders will provide direction to new volunteers in covering new situations. The Administrator and/or team leaders will brief all volunteers who volunteer to take part in social events.

3.1.5 TIME TO DECIDE WHETHER OR NOT TO BECOME A VOLUNTEER:

Awareness Events are run regularly to provide an opportunity for prospective volunteers to find out about Streetlight UK. After this the prospective volunteer can chose whether or not to apply. Applicants

are interviewed a week or two after the application is received giving opportunity to reconsider at that stage. The interview is a two-way process and again the prospective volunteer may decide to withdraw at this stage. After written references and CRB checks are received volunteers are able to start volunteering with Streetlight UK and full training will be given.

3.1.6 A VOICE IN DECISION MAKING:

Opinions and suggestions are welcomed at any time by the Volunteers. The input of volunteers is more formally sought at the bi-annual "Beyond the Streets" Conference, which all volunteers are encouraged to attend.

3.1.7 RESPECT FROM ALL INVOLVED IN STREETLIGHTUK:

If any volunteer feels s/he has been treated disrespectfully by another volunteer or a member of employees and this has not been addressed immediately or satisfactorily s/he should follow the procedure outlined in the Equal Opportunities Policy.

3.1.8 REIMBURSEMENT OF EXPENSES

Volunteers should contact the administrator for re-imbusement of any expenses (preferably before being incurred) whilst volunteering for Streetlight UK. All expenses will be at the discretion of the Project Director and will be given fair consideration.

3.1.9 SUPPORT AND SUPERVISION

Volunteers will be supervised by team leaders. However, during the 6 month probation period, all new volunteers will also be supervised by the Project Director. The team leader acts as a first point of reference for the volunteer and will be able to explain the standards and practices of Streetlight UK and give first line support and encourage development within the team. The volunteer may contact the Project Director at any time to raise any concerns. After the 6 month probationary period, appraisal meetings will take place with the Project Director, team leader and volunteer.

3.1.10 CONSIDERATION OF THEIR HEALTH AND SAFETY:

Streetlight UK has a health and safety policy, a copy of which is available on request. This is informed by and supplemented with detailed written risk assessments and operating guidelines covering all areas of the work.

3.1.11 CLARITY REGARDING LINES OF ACCOUNTABILITY:

During the agreed hours of involvement the volunteer is expected to follow the lead of the outreach team leader, or their delegated person in that context. Volunteers are accountable to their outreach team leaders at Streetlight UK, to turn up for outreach and to give plenty of notice to them if they are unable to do an outreach session.

3.1.12 A REFERENCE FROM SOMEONE WITH STREETLIGHT UK:

Volunteers may ask their team leaders for references for paid employment or another voluntary position.

3.1.13 ACCESS TO ANY INFORMATION THAT STREETLIGHT UK HOLDS ABOUT THEM:

If a volunteer requires access to the file or electronically stored data she should request this from the administrator and allow reasonable time for the volunteer to make a mutually convenient time and place for the data to be seen.

3.1.14 BE COVERED BY STREETLIGHT UK'S INSURANCE FOR ACTIVITIES UNDERTAKEN ON THE ORGANISATION'S BEHALF.

3.2 VOLUNTEERS SHOULD NOT BE:

3.2.1 TREATED UNFAIRLY IN RECRUITMENT, PLACEMENT, TRAINING AND SUPPORT.

See Equal Opportunities Policy and expectation of respect at 3.1.7 above. However, volunteers must have been free from addictions for two years prior to working with Streetlight UK.

3.2.2 EXPECTED TO DO MORE THAN VOLUNTEERED TO DO:

Streetlight UK greatly appreciates the contributions of all its volunteers. Individuals may sometimes be asked to take on more duties or consider a different role but should always feel able to decline without fear of disapproval.

4. STREETLIGHT UK VOLUNTEERS ARE EXPECTED TO:

4.1 BE HONEST WITH THEMSELVES, OTHER VOLUNTEERS, SERVICE USERS AND EMPLOYEES.

4.2 SUBMIT TO AN ENHANCED CRB CHECK.

Streetlight UK will not discriminate against an applicant with disclosed criminal convictions where these are not relevant to the volunteering work.

4.3 ADHERE TO THE POLICIES OF STREETLIGHT UK

Particularly, but not exclusively, this volunteer policy, equal opportunities, confidentiality, child and vulnerable adult protection policies.

4.4 BE RELIABLE IN TURNING UP ON TIME AND PREPARED FOR DUTY.

This includes letting the team leader know if possible, if you are unavoidably delayed for more than 5 minutes, not being under the influence of alcohol or medication at the time of the session.

4.5 WORK AS PART OF A TEAM

Respect team leaders and others with responsibility for the projects and support them and other team members by acting responsibly at all times whilst on duty.

4.6 ATTEND SUFFICIENT TRAINING COMMENSURATE WITH THE VOLUNTEER'S EXPERIENCE AND PREVIOUS TRAINING.

4.7 RECOGNISE THAT VOLUNTEERS REPRESENT STREETLIGHT UK.

4.8 BE SENSITIVE TO THE COMMUNITY AND THE POSITION OF STREETLIGHT UK WITHIN IT.

4.9 RESPECT THE INDIVIDUAL

Regardless of race, class, sexuality, religion, personal attitudes, physical appearance, physical and mental health.