Making it work: Real steps to inclusive volunteering

UNIVERSITY of York

Mental Health
Social Care
Research Centre

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RIPON MUSEUMS

NIHR | School for Primary Care Research

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Background

- Volunteers make a real difference to the voluntary sector
- Volunteering is important for volunteers' mental wellbeing and for making social connections
- But, mental health problems may make volunteering difficult for some people – low confidence, stigma, lack of workplace experience
- University of York and Ripon Museum Trust have been working together to develop the evidence base for inclusive volunteering (a way for people who need extra support to access volunteering opportunities)

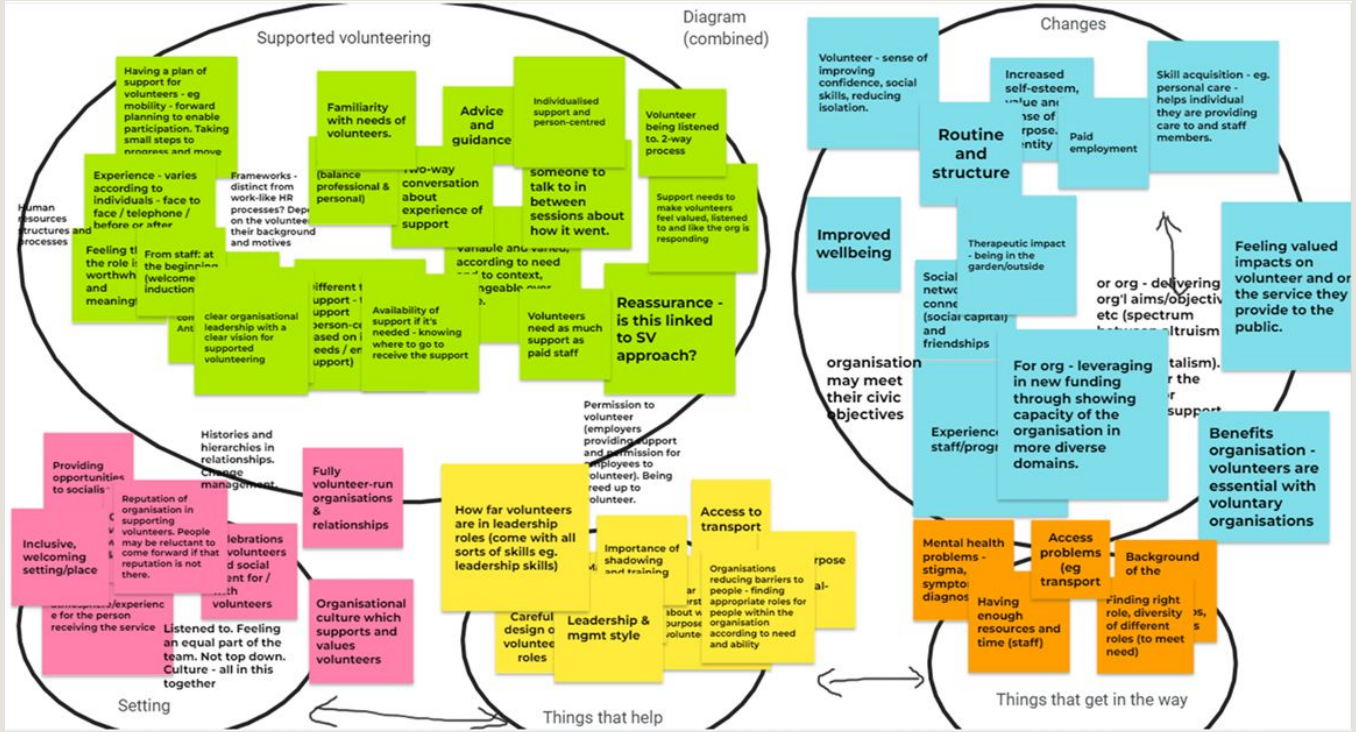
Study aims

- To explore how and why inclusive volunteering works and develop a guide to share this with others
- To explore outcomes for people receiving inclusive volunteering and the organisation providing it
- To assess costs and potential economic consequences of inclusive volunteering

Methods

- Semi-structured interviews (7 volunteers & 8 staff)
- Reflective diary (3 volunteers)
- Observation of volunteers (15 days)
- Pre-post questionnaires - 3 & 6 month follow-up (8 volunteers)

Theory of Change



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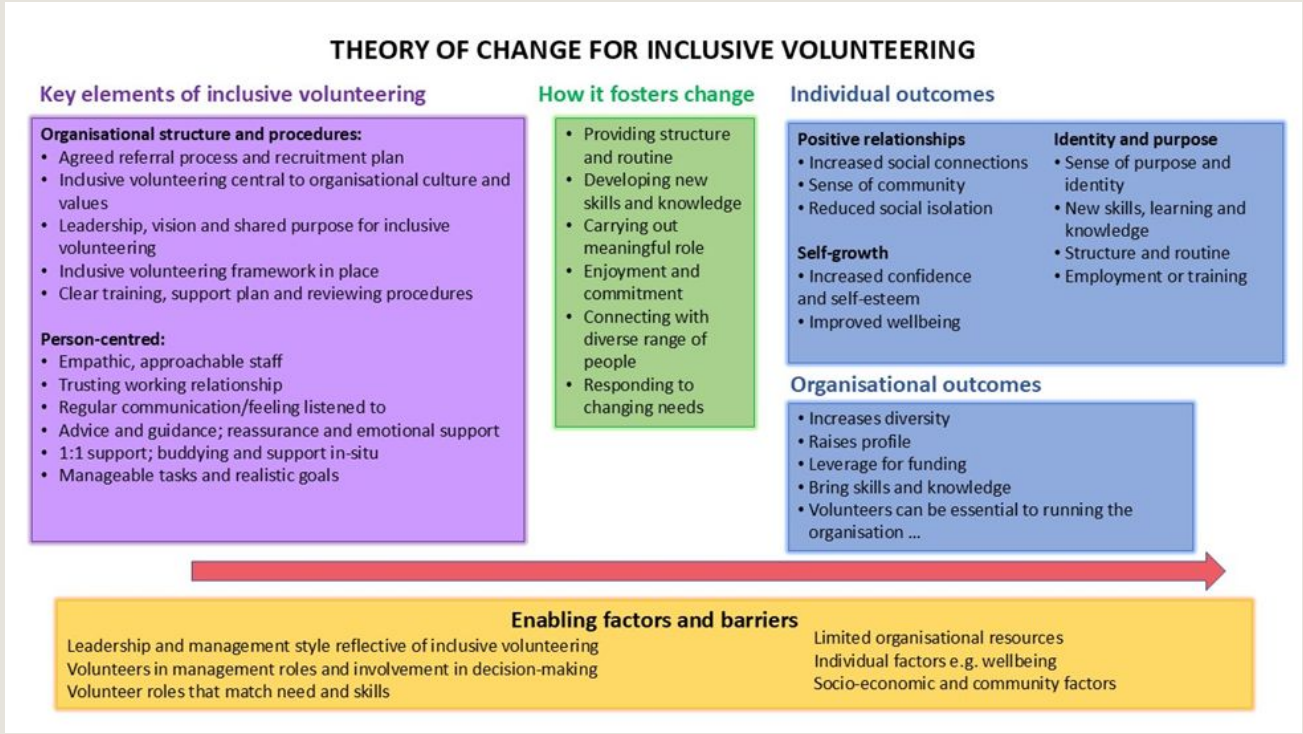

Inclusive volunteering guide

Guide:

Inclusive Volunteering at RMT

‘Inspiring people to seek a fairer society’

- Prioritising access and inclusion
- Identifying barriers
- Organisational resourcing

New Ways of Working

- Person-centred approach
- Recruitment strategy and partnerships
- Onboarding adjustments
- Support plans and role adjustments

Organisational Adaptions and Learnings

- Change management
- Organisational structure and responsibility
- Business strategy

Organisational Outcomes

- Organisational diversity
- Improved understanding of access
- Economic resilience

Large group discussion

What are you **already doing** to make volunteering more inclusive?

What can you **develop** to make volunteering even more inclusive?

Small group discussion

How would making volunteering more inclusive bring new **opportunities** to your organisation?

What **barriers** need to be overcome in order to achieve this?

Thank you!

Further information and join our mailing list:

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