

Working Hours

Section 18 of the Children and Young Persons Act 1933 (which defines employment as a 'person who assists in a trade or occupation carried out for profit shall be deemed to be employed notwithstanding that he received no reward for his labour') and subsequent amendments limit employment to those aged 14 (or under). It states that no child may be employed before 7am or after 7pm on any day or for more than two hours on any school day or Sunday. The legislation also says that children must have a minimum of two consecutive weeks free from work during the school holidays. It is worth checking with your local Council as they may be local byelaws further restricting the work young people can do.

Further reading :

www.vinspired.com - a website dedicated to 16-25 year olds volunteering.

The Can Do Volunteering guide available from :

www.can-do-volunteering.org/ focuses on how to involve young disabled people (aged 16-25) in volunteering programmes.

Young People and Volunteering : Preliminary findings and emerging lessons from primary research - a research paper published in 2004 - see : www.wearev.com/downloads/vinfozone/research/young_pp_volunteering.pdf

Also, see the Volunteering England website : www.volunteering.org.uk and click on GoodPracticeBank

Volunteering by Young People—a book by Filiz Niyazi—please ask to borrow a copy from our Resource Library.

Contact us

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*This snapshot on Recruiting Young Volunteers was kindly written by
Monique Munroe on behalf of Poole & Bournemouth Volunteer Centres.*

How to.....recruit young volunteers

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Recruit young volunteers

You have an opportunity to fill and decide to recruit a young volunteer. But how do you know one will be interested? Will your opportunity really appeal to a young person? To help answer the question the following are some of the reasons why young people volunteer...

- To have fun
- It will look good on my CV
- Gain some new experience
- Something to do in school/college holidays
- Improve on skills
- Improve career prospects
- Gain a qualification
- To make a difference
- It was recommended
- To raise awareness of important issues
- To give something back
- Something to do in gap year
- Meet other people
- Share interests.

Does the opportunity fulfil any of these?

To help you even further, a wish list was produced by young people saying what they want from their voluntary work...

- F**lexibility - the most important factor, in terms of time and commitment.
- L**egitimacy - they need a favourable image of volunteering
- E**ase of access - many young people simply don't know how to volunteer or who to contact
- X**perience - they want relevant, useful experience and the chance to learn new skills
- I**ncentives - stress the tangible outcomes of volunteering; what's in it for them
- V**ariety - in terms of both the type of work and the level of commitment
- O**rganisation - Volunteering needs to be efficient but informal
- L**aughs - Volunteering must be fun!!!

How does your opportunity rate against their wishes?

There are a lot of issues here and you may think that it would be easier not to target young people. But for those of you who want to persevere, bearing in mind all the positive benefits they will bring, here's some suggestions to help you with your recruitment:

- Emphasise in your publicity material some of the words in the previous wish list produced by young people.
- Use the words of a young person already volunteering with you.
- Use positive photos of young people having fun (ensure you have parental/guardian consent).
- Make getting in touch easy for them, e.g. giving them a mobile number for them to text you, an email address and website.
- Make a list of the skills they will learn through volunteering with you. If you can refer any of the skills to ones that a well known celebrity has (one they can identify with), even better.
- Define in numbers just how many people/animals etc. their volunteering will help, per week/month/year. For example, 'Give us an hour of your time per week and by the end of the month you will have helped make 35 dogs happy', you could also add, that to help this number of people/animals they only need to give up an hour/two hours a week and they will still be home in time to see their favourite TV programme.
- If you want to attract more boys, use other boys or young male teachers to help promote volunteering.
- If transport is a problem, could you take your volunteering opportunity to their school where they could help after school?
- If you'd like to attract more young people from BME groups then once again if possible enlist the help of young volunteers from those groups.
- Look at the adverts in young people's magazines. What words/images do they use?
- If your opportunity would allow them time to do their school or college homework while they volunteers (perhaps on a fairly quiet helpline), then mention it.
- Emphasise that they will have their travel expenses etc. refunded.
- Investigate obtaining accreditation for your volunteering programme, as 'V' or the Duke of Edinburgh schemes have done.

Other things you need to bear in mind before recruiting a young person :

(Source: *Volunteers and the Law, Mark Restall*)

- **Will your insurance cover them?** Check they will receive full compensation if they hurt themselves. Some policies will cover younger or older people, but will offer less compensation.
- **Do you have his/her parents consent?** Parental responsibility lasts until they are 18. Things are not so clear between 16-18 as they could have married and left home by this age. An adult responsible for the young person should be aware of what the task will entail, where it will take place and how it will be supervised.
- **Do you have a child protection policy?** It should set out adequate safeguards around the day to day working practices; routes for complaints and procedures to deal with any problems, along with recruitment procedures for staff working with young volunteers.
- **Do your existing volunteers working with young volunteers, need to be CRB checked?** Staff 'caring for, training, supervising or being in sole charge of children' as part of their normal duties are in 'regulated positions' under the Criminal Justice and Court Service Act 2000. Because of this you will need to consider obtaining CRB checks for your staff in this position.
- **If you decide to take on a young volunteer, then you also need to think about health and safety and duty of care.** For instance, Section 3 (5) of the Children Act 1989 states that :
'a person who -
(a) does not have parental responsibility for a particular child; but
(b) has care of the child, may (subject to the provisions of this Act), do what is reasonable in all circumstances of the case for the purpose of safeguarding or promoting the child's welfare.'

Risk Assessments

Young volunteers may also lack experience and therefore risk assessments cannot take responsible behaviour for granted. They may need extra supervision, clearer instructions etc. It is best practice to carry this out before a young person is taken on as a volunteer.