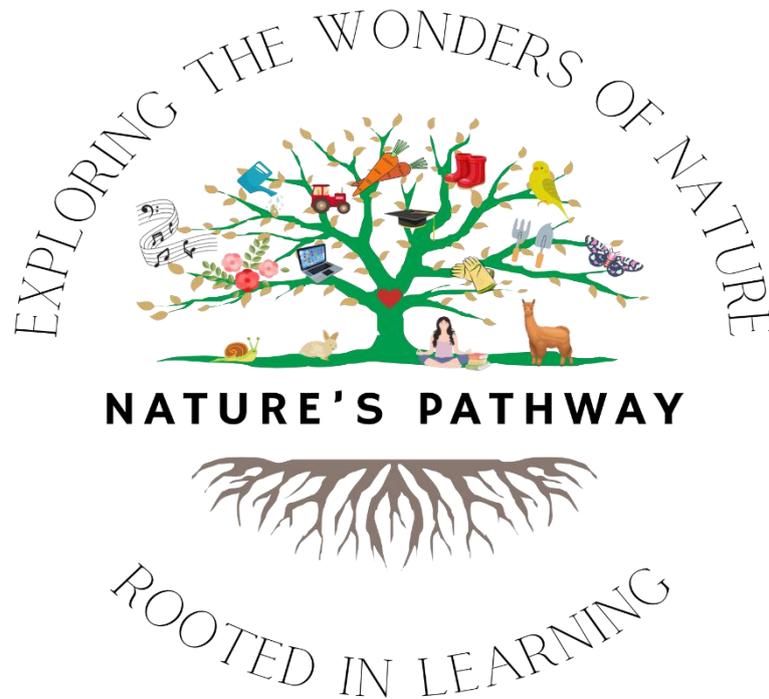


Natures Pathway



Volunteer Policy

Commencement Date: 31ST January 2026

Review Date: 31ST January 2027

Signed: Mrs N Butler

Natures Pathway Volunteer Policy

Natures Pathway is committed to involving volunteers in the delivery and development of the farm.

- We recognise the valuable contribution that volunteers make to the delivery of our service
- We aim for excellence in our volunteer management and seek to continuously develop our policies and procedures so that our volunteers feel motivated and enriched by the work that they undertake on our behalf
- We encourage the involvement of volunteers from a wide range of backgrounds
- We look to learn from experience and feedback about what inspires volunteers

We pursue equality and fairness in the recruitment of our volunteers and work hard to ensure that no person is discriminated against on the ground of their genders, sexual orientation, marital status race, ethnic origin, colour, nationality, religion, or age.

We are committed to building an organisation in which volunteers with different ideas, abilities, backgrounds, and needs are included. We recognise and value these differences and believe that this diversity strengthens our services and aids the development of our organisation.

The sole qualification for volunteers is the suitability to perform a task on behalf the organisation. Volunteers are recruited for their interest in a specific role or general interest in volunteering which is then matched with a specific role. All potential volunteers attend an interview and provide references and have DBS Check.

We develop flexible and diverse volunteer roles that complement (but do not substitute for) for the roles of paid staff. Where possible volunteer roles are adapted to meet individual needs.

We aim to ensure that volunteers receive training to be effective in their roles. All voluntary placements are subject to a trial period, the length of which depends on the nature and hours of voluntary work.

We offer support to our volunteers and provide regular opportunities for volunteers to and received feedback and raise concerns about their roles and responsibilities.

Each volunteer has a designated member of staff responsible for their support.

We encourage feedback from our volunteers and identify actions required to further enhance our volunteer management and practices.

Our volunteers are protected by Natures Pathway Public Liability insurance. However volunteers using their car for voluntary work must inform their own insurance company to ensure adequate cover.

Natures Pathway takes its responsibility for volunteer's health and safety in the workplace seriously and works hard to ensure that we provide a safe place of work for all our volunteers.

During their working days we will take time to discuss

- General information
- Responsibilities
- General Safety
- First Aid
- Training and Support
- Personal Safety

This policy was last reviewed on: 31ST January 2026

Signed: N Butler

Renew Date 31ST January 2027 or as needed