

VOLUNTEER CHARTER



*Helping persecuted
Christians, through
volunteering*

RELEASE INTERNATIONAL
voice
of Persecuted Christians

VOLUNTEER CHARTER

Volunteering is a work-related activity carried out by choice for someone who is not a family member and without legal obligation, by the volunteer who does not expect to be paid (other than receiving reasonable out of pocket expenses).

EXPECTATIONS AND RESPONSIBILITIES

The involvement of volunteers should support the work of paid staff. Volunteers should not be used instead of paid staff or used to undertake the work of paid staff during industrial disputes.

The relationship between Release International and our volunteers is entirely voluntary but for clarity we set out some details below of the volunteer arrangement and our reasonable expectations of our volunteers.

Volunteers may expect an organisation that involves them to have a written **Volunteer Role Description** and have in place recruitment procedures that reflect fairness, consistency and regard to the involvement of a diverse group of volunteers.

Volunteers will be asked to provide appropriate **references** (church leader and personal).

Volunteers should have access to appropriate **training and development** and an effective

induction to their role and area of work.

Volunteers should be paid reasonable out of pocket **expenses**.

Volunteers should be provided with the appropriate **tools, equipment and materials** to enable them to carry out their role and related tasks.

Volunteers can expect to carry out their duties in **safe, secure and healthy environments** that are free from harassment, intimidation, bullying, violence and discrimination and to be protected by **appropriate insurance cover**.

'Release International can provide you support covering all aspects of volunteering and inform you of best practice.'



We have an established system whereby resolution to any problems or **complaints** between volunteers, organisation and paid staff, may be addressed.

The Supporter Engagement Team, Engagement Managers, Volunteering Ambassador, Volunteering Co-ordinator, and any other staff, should provide regular **support and supervision** with volunteers. There should be mutual expectations around the commitment of the volunteer to their role and the organisation to their volunteers in providing them with the appropriate level of support.

Volunteers are expected to accept Release International's **calling, mission, values and objectives** and act as a member of the overall team in achieving the organisation's goals.

Volunteers should declare any **conflict of interest** and not bring the organisation into disrepute either during or outside their volunteering activities.

Organisational policies and procedures, which relate to the volunteer's role and area of work must be respected and adhered to by the volunteer, especially **Statement of Faith, Ethos Statement, Fundraising Policy, Data Protection law, Safeguarding, Confidentiality, Health & Safety and Equal Opportunities**.

We expect that volunteers will carry out their duties to the **best of their abilities**; and to fulfil the role description as agreed.

Volunteers are expected to take **instruction or guidance** from authorised staff in respect of their volunteering input and when required, to give feedback.

We convene **volunteering prayer and support meetings** (online and in person) throughout the UK during the year where you can hear about resources and receive training for your role.

Volunteers will be invited to complete an **annual feedback form** to share about your volunteering experience, feedback on activities, identify achievements and set out expectations for the year ahead.

Our **Annual Volunteers' Conference** is held every November and is open to all volunteers and potential volunteers to hear update news about Release International.

Release International can provide you with support covering all aspects of volunteering and inform you of **best practice**.

If you or Release International wish to end your volunteer arrangement, we should aim to give each other as much notice as possible (and ideally no less than one week) to allow us to plan around this.



For more information contact:

The Volunteering Co-Ordinator

Email: volunteer@releaseinternational.org

Post: Release International, PO Box 54, Orpington BR5 4RT

Telephone: 01689 823491

Follow us on:

 Release International  @releaseinternational

 YouTube /releaseinternational  @ReleaseInt

 Apple Podcasts and Spotify

[releaseinternational.org](https://www.releaseinternational.org)



Charity no: 280577. Scottish Charity no: SC040456

RELEASE INTERNATIONAL

of Persecuted Christians