



# Land and Leaf Collective

## Volunteers Policy

At Land and Leaf Collective, we believe voluntary work benefits volunteers, the organisation, and the wider community. Volunteers are a vital resource and should be valued, respected, and supported.

### Our Commitment to Volunteers

We strive to:

- Regularly review our recruitment, selection, and management processes in consultation with volunteers.
- Ensure **UK GDPR compliance** when handling volunteer data, with transparency and the right to access, correct, or delete personal information.
- Adhere to our **Safeguarding Policy** for roles involving children or vulnerable adults, conducting **DBS checks** where required under the **Safeguarding Vulnerable Groups Act 2006**.
- Promote inclusivity, welcoming volunteers of all backgrounds without discrimination.
- Encourage volunteer participation in planning and running activities.
- Support volunteer development by providing training, role descriptions, and opportunities suited to individual skills and interests.
- Offer full induction, training, and ongoing supervision.
- Maintain safe working environments, insurance coverage, and **risk assessments** in line with the **Health and Safety at Work Act 1974**.
- Ensure volunteers are treated with respect and have opportunities to provide feedback.

### Volunteer Roles and Boundaries

Volunteers will not be placed in roles that:

- Replace paid staff or undermine employment conditions.
- Are compulsory or mandated by third parties.
- Involve profit-driven services.
- Pose health and safety risks.
- Violate Land and Leaf Collective policies.

This ensures volunteering remains a fulfilling, positive, and voluntary experience for all involved.

Policy created:	20/03/2022
Latest review:	27/03/2025