

Chidham & Hambrook Parish Council

Volunteering Policy

Purpose

The purpose of this document is to outline the policy of Chidham & Hambrook Parish Council (CHPC) when making use of volunteer resources working on behalf of but not employed by CHPC, in furthering the aims of CHPC.

Only voluntary activities specifically approved by CHPC will be covered by the Council's insurance and this policy **must** be complied with.

Where CHPC only provides grants or other resources or where it merely "supports" an activity (i.e. has no direct involvement in the organisation of that activity), then the liability and responsibility for providing insurance rests with the activity's organiser.

Equality Act 2010

Volunteers are to be treated equally, regardless of their gender, race, age, religion/belief, disability or sexual orientation.

Approval to carry out voluntary work on behalf of CHPC

An Organiser¹ wishing to obtain CHPC's approval to carry out work on its behalf shall apply to CHPC using the form at Appendix 1 by no later than the first of the month, and not less than **two months** ahead of the proposed work. This shall enable the CHPC to consider the proposal and ask further questions if needed before giving its response by no later than the second month (e.g. apply by 1st April; approval by end May; activity carried out in June). In giving its approval, CHPC reserves the right to limit or modify the extent of the proposal. CHPC's decision is final.

No work shall be carried out or goods/services ordered before any CHPC approval has been confirmed in writing by the Clerk (see Costs below).

Types of voluntary work carried out on behalf of CHPC

CHPC may revise the types of voluntary work it will approve from time to time. However in order to encourage voluntary work, usually each application will be considered on its merits.

Resource Suitability

Volunteers should be appropriately trained and/or experienced to carry out the task required. The exact nature of the training will depend on the task. A judgement about competency should form part of the CHPC Risk Assessment (see Appendix 2).

The Health & Safety of volunteers and anyone who may be affected by the

¹ The lead person responsible for the work.

task(s) should be protected as far as reasonably practicable. Responsibility for providing training rests with the Organiser to whom authority has been provided by CHPC to undertake the work.

Volunteers must undergo an induction appropriate for the task(s) being undertaken. This must include health and safety, the appropriate use of tools, what to do if there is a problem and an introduction to other relevant individuals.

Volunteers may use their own hand tools and should ensure that they are in good condition, fit for the intended purpose and only used by them. If an Organiser determines that the tools are not fit for purpose or a danger to other volunteers they must stop using them. CHPC is not liable for the loss or breakage of a volunteer's tools.

The use of plant (electrical or mechanical) **must be discussed with the Clerk beforehand** (see costs below). Any operator of plant must have received appropriate training. Where the hire of large plant is required, consideration should be given to hiring an operator instead of using volunteers for that task.

Responsibility for the induction rests with the Organiser to whom authority has been provided by CHPC to undertake the work.

Risk Assessment

An assessment must be undertaken to identify risks that might be faced and how they will be managed. If an area of work presents a significant risk, consideration must be given to reducing or stopping the work which gives rise to the risk. CHPC, through the office of its Clerk or other person(s) as advised, must receive a copy of such risk assessment records with the application. A copy should be signed by each volunteer before they participate in the work.

Responsibility for undertaking the risk assessment rests with the Organiser to whom authority has been provided by CHPC to undertake the work. Risk assessments and their associated paperwork must comply with Health and Safety at Work legislation.

Prior to work commencement, a visual inspection must be carried out to ensure that there are no obvious hazards such as litter, glass or stones (see Appendix 3 on litter picking). Responsibility for undertaking the inspection rests with the Organiser to whom authority has been provided by CHPC to undertake the work.

Remedial action must be taken immediately and these inspections are to be recorded and retained by the Clerk.

Cleaning or other hazardous materials must not be stronger than those available on shop shelves and their use must be carried out in accordance with the instructions on the packaging and COSHH Regulations.

The Organiser **shall** familiarise themselves with Health and Safety legislation² and the COSHH Regulations (if relevant) and apply them as required.

² For more information about Health and Safety and the COSHH Regulations visit the Health and Safety Executive [website](#)

Insurance

On condition that volunteers are working with the sole agreement of and under the sole control of CHPC, then they will be insured under the Parish Council's Public Liability and Employer's Liability cover.

Personal Protective Equipment (PPE)³

Where appropriate, volunteers must be instructed to wear PPE to minimise exposure to serious workplace injuries and illnesses. PPE may include goggles, gloves, ear-defenders, stout footwear, hard-hat (with or without visor), face mask and/or hi-vis clothing. As a minimum, hi-vis clothing is recommended at all times when working out doors.

Hazardous tasks include, but are not limited to:

- path maintenance
- grass cutting (including lawnmowers and strimmers)
- painting
- cleaning

Exclusions: Jewellery (including watches) must not be worn if they are likely to compromise the safe working environment for the volunteer and/or others. Training shoes, open-toed shoes, heeled shoes or sandals must not be worn unless the tasks to be performed are of an administrative nature and are to be carried out inside a building where no manual tasks are being undertaken. Long hair must be tied up if it is long enough to compromise health and safety requirements.

Children

Children aged 10 and over are welcome to participate in most volunteering activity provided:

- signed consent has been given by their parent/carer
- they are supervised by **their own parents/carers** (or designated adult(s) for youth groups) **at all times.**

Safeguarding of Children

Parents/carers/designated adults should be aware that an Organiser or other volunteers may not have a Disclosure and Barring Service check and it is therefore **entirely the parent's/carer's/designated adults' responsibility** to ensure the safeguarding of their children at all times.

If a youth group is participating in the work, the Organiser must check that the designated adult(s) has/have a valid Disclosure and Barring Service check **and confirm this in writing to the Clerk.**

³ CHPC does not hold any PPE for use by volunteers. The Organiser will be required to source this.

The Organiser reserves the right to ask a parent/carer/designated adult to remove a child if they are likely to cause a danger to themselves or to others or signed consent has not been provided. The Organiser's decision is final.

Children shall not participate in any activities on the highway (ie roads, pavements and verges).

Costs

The Organiser shall not commit to any expenditure on behalf of CHPC until and unless CHPC has given its approval to that expenditure and this has been confirmed in writing by the Clerk.

If plant is required, the Organiser **shall discuss the need for it with the Clerk** before submitting an application for the work. Depending on the lead times for ordering any plant etc, the Organiser should consider whether to put back the proposed date for the work bearing in mind the time needed to obtain approval from CHPC.

Estimates of costs should be submitted to the Clerk with the application. There must be at least two quotes included for costs over £100. Failure to include any estimates if expenditure is anticipated will delay approval by CHPC.

If the project is approved, any contracts and expenditure shall be made in the name of Chidham & Hambrook Parish Council and all invoices should be addressed to the Clerk, Chidham & Hambrook Parish Council, Rymans Cottage, Appledram Lane South, Apuldram, West Sussex PO20 7EG

If CHPC does not approve the work and the Organiser has already entered into any contracts or incurred expenditure, the Organiser shall be solely responsible for those costs.

CHPC does not provide any individual remuneration for volunteers or organisers.

Declarations

The Organiser and each volunteer (or parent if under 18) must sign the declaration on the risk assessment form before the voluntary work starts.

Chidham & Hambrook Parish Council

Adopted: 6th April 2017

Review by: April 2018

**Application to carry out voluntary work on behalf of
Chidham & Hambrook Parish Council**

Organiser's Details*	
Organiser's Name:	
Address:	
Telephone:	
Alternative Contact Number (if different from above)	
E mail	
I confirm that no contract has been/will be entered into or expenditure incurred until this application is approved (in whole or in part) by CHPC:	
Signed	Date

* Note: Personal data will be processed in accordance with the Data Protection Act 1998.

Project Proposal			
Project Title			
Proposed Date (this should be at least 2 months after application)		No. of Volunteers Expected/Needed	
Location(s) within Chidham & Hambrook Parish			
Purpose and Scope of Project (continue on a second sheet if needed)			
Costs of Project (Please provide an estimate of any costs and if any item needed over £100, two quotes for each item)			

RISK ASSESSMENT - COMPLETE ALL SECTIONS

Appendix 2

Project:				
Project Date:		Organiser:		
Date of Site Inspection(s)		Hazards Identified (if none state none)		
Comments and remedial action taken (if any available):				
Induction carried out?		Induction Date:		
Personal Protective Equipment Required?				
Item	Yes/No	Issued	Returned	Date
Hi-Vis Jacket				
Goggles				
Gloves				
Litter picker				
Stout footwear				
Hard hat (no visor)				
Hard hat (with visor)				
Other (specify overleaf)				
Tools/Equipment Required?				
Item	Yes/No	Issued	Returned	Date
Lawn mower				
Strimmer				
Hand tools (bladed)				
Hand tools (no blade)				
Drill				
Cleaning product				
Paint/wood stains				
Glue				
Other (specify overleaf)				

Does the volunteer have an appropriate level of experience for the tasks?		Does the volunteer have an appropriate level of training/qualification for the task?	
Can training and/or close supervision of the volunteer be carried out?		Training Resource Name	
Declaration by Organiser		Declaration by Volunteer (by parent if U/18)	
<p>I, _____ in the role of Organiser, have read the CHPC Volunteer Policy, understand my responsibilities and will undertake them to the best of my abilities.</p>		<p>I, _____ in the role of Volunteer, have read the CHPC Volunteer Policy, received induction and appropriate training for this work and understand my responsibilities. I will undertake them to the best of my abilities.</p>	
Signed:	Date	Signed:	Date

Volunteering for Litter Picking

The Risk Assessment **must** include all the areas that the volunteer litter pickers will cover. If litter picking is carried out mainly on the highways (roads, pavements and verges) then under 18 year olds **cannot** be used. They are, however welcome to participate in litter picking on Public Rights of Way (PRoW) and recreational areas. PRoWs in the Parish can be identified using West Sussex County Council's [iMap](#).

The health and safety of everyone involved in litter picking is paramount. Therefore volunteers **must** use high-vis clothing, gloves and a litter picker. The plastic bags used to collect waste should not be overloaded and should be thicker than standard bin liners.

Sharps (e.g. hypodermic needles) **must not** be handled or collected. If practical, the location should be reported to Chichester District Council for such items to be collected.

Arrangements must be made beforehand with Chichester District Council to collect the waste from agreed locations.

