

Attitude is Everything - Volunteer Opportunity Policy - May 2015

In order for a Venue or Festival to be awarded Attitude is Everything's Silver Level of the Charter of Best Practice and for us to advertise a volunteering opportunity to our mailing list of Deaf and disabled volunteers, any volunteering scheme must subscribe to the following:

- a commitment to discuss access requirements with volunteers and seek to make reasonable adjustments across all volunteer roles on site.
- any volunteer information to include a section on access requirements, that explicitly states that:
 - volunteers are able to bring a personal assistant if required in order to volunteer.
 - it is understood that the use of PAs is at the discretion of the individuals concerned when on-site - a PA might not be required whilst working, but be needed for travel and free-time.
 - any travel and/or food expenses offered to volunteers also offered to PAs of volunteers.
 - volunteers can contact you to discuss access requirements relating to the role(s)
 - there is a commitment to make reasonable adjustments where possible.
 - this section to also include a full description of volunteer roles, shift times, training, and access facilities available on site to volunteers whilst on shift and during free time.
- where there is an accessible campsite for customers, volunteers should be given the option to stay in this site if they have an access requirement that can be met via use of this.
- volunteer application forms to contain a clear section inviting people to inform you of any access requirements relating to a) any training required b) the roles advertised c) free time, accommodation, and travel if applicable (if travel expenses provided)
- a volunteer expenses policy that anticipates and fully accommodates the potential need to meet the costs of reasonable adjustments to enable a person to volunteer i.e. the need to take an accessible cab where there is a lack of accessible public transport. (if travel expenses provided)

- consideration made in advance of potential reasonable adjustments to make roles accessible i.e. extended breaks, seats being made available, split shifts etc so that you are prepared to have that conversation with volunteers if required.
- training venues with level access, accessible toilets and accessible parking, along with a commitment to make reasonable adjustments within any training session i.e. BSL interpretation.