

## Thornhill Cricket & Bowling Club

### Volunteer Policy



#### Aim

To encourage club members, associates and parents/guardians of our junior members to volunteer with both the running of the club and facilitating opportunities for junior and adult members.

#### Policy

In line with our Equity Policy and TCBC Development Plan, we encourage volunteers to participate in the operation of the Club. Players from within the club, external associates such as umpires and parents/guardians of junior members are all welcomed to assist with the running of the club. These are much appreciated and valued roles.

Volunteers are co-ordinated by the Club Directors, whose roles and responsibilities can be accessed from our Club web-site. We assess our volunteers to ensure that their abilities and aptitudes meet the needs of the role and of our club members.

The responsibilities of each role are clearly explained and agreed with the volunteer. Where required, our volunteers are DBS checked in compliance with Sport England recommendations. Each volunteer is issued with a Volunteer's Roles and Responsibilities guide and is expected to abide by the Code of Conduct for Parents, Carers and Supporters. Both of these are available on the Club website.

As our club grows, we shall have an increased need for support from volunteers and to this end we have a goal in our Action Plan to further develop the Club's volunteer population. We already benefit from voluntary assistance in maintenance, refreshments, junior training and officiating.

Our volunteers are insured against public liability through the club's insurance policy.

Where reasonable expenses are incurred, these will be re-imbursed via the Club Treasurer.

Budget is set aside for this purpose. As a club we ensure that volunteers are represented at committee meetings. They are also able to liaise readily with the Volunteer Coordinator.

As a club, we encourage the sharing of good practice and team work. This helps to instil confidence and commitment within the workforce which in turn serves to realise the aims and objectives of the club. We strongly value the input of our volunteer workforce, without which the club will be unable to function effectively. Good work is regularly acknowledged through verbal praise and encouragement. The input of our volunteers is formally recognised at our Annual General Meeting.