



# Halliwick Penguins Swimming Club

## for disabled people

Visit us at [halliwickpenguins.org](http://halliwickpenguins.org)  
Follow us on Facebook @halliwickpenguins  
Follow us on Twitter @halliwick  
Registered Charity Number 1033588

AFFILIATED TO HALLIWICK AST



## Volunteering Policy

Halliwick Penguins Swimming Club is run wholly by volunteers who are members of the club. We recognise the value that volunteers bring to the club and those who use our services. We aim to have a reciprocal and mutually beneficial relationship with our volunteers; with their involvement informing and developing our work, and our work enabling individuals to learn skills and achieve personal development through their volunteering.

All members have equal rights, no matter what their capacity. For this reason, everyone is known by their first name.

Opportunity to volunteer with Halliwick Penguins Swimming Club is open to all.

What a volunteer will do for the club is suggested, but ultimately, it is for each volunteer to decide the limit of their input.

Volunteers are not paid for their work but, with prior agreement with the club's treasurer, may claim legitimate out-of-pocket expenses incurred because of their volunteering.

### **Disclosure & Barring Service (DBS) Checks**

All volunteers 16 years of age or older who may have direct contact with children or vulnerable adults in the club are expected to undergo a Disclosure and Barring Service (DBS) enhanced disclosure check. This will be at no cost to the volunteer.

### **Training**

Each volunteer will be given an induction to the club and appropriate training for their role where required.

### **Line management**

Volunteers who help in the water are supported by the club's chief instructor or other person running the swimming session. If a volunteer has any concerns or problems, they should consult that person.

Volunteers who help out of the water (for example with administration) should consult the club chair if they have any concerns or problems.