

# YOUTH VOLUNTEERING IN NORTH YORKSHIRE



**North Yorkshire Alliance  
January 2018**

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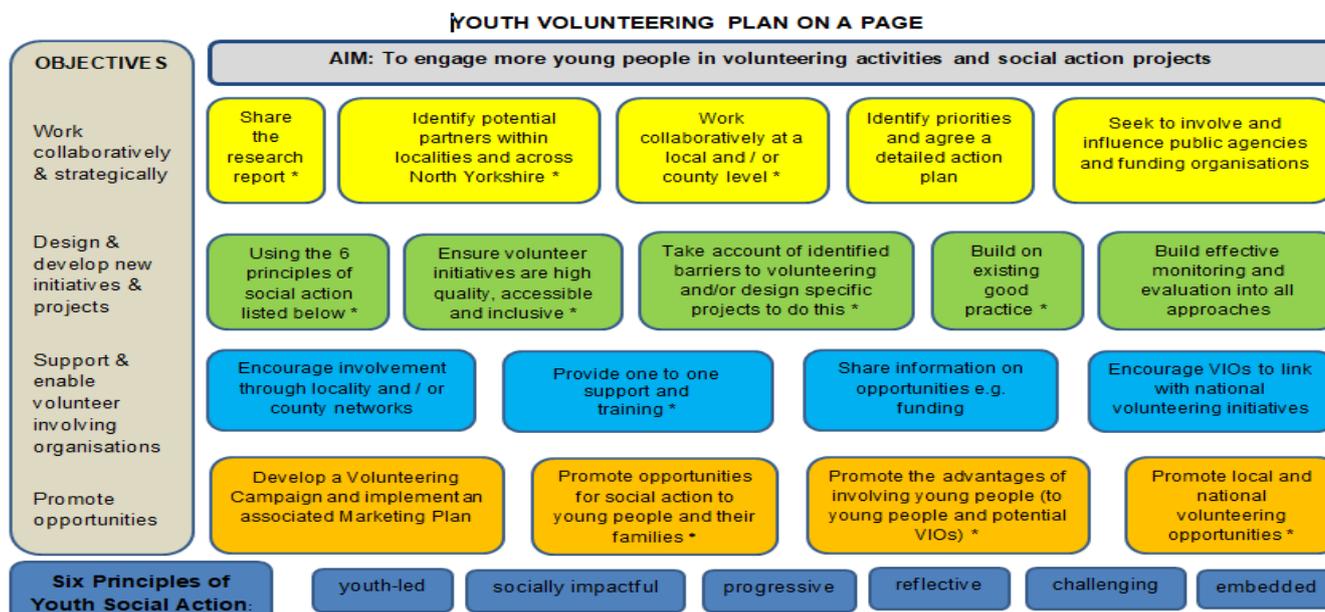
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# Executive Summary

The North Yorkshire Alliance of local support and development organisations commissioned Hambleton Community Action to undertake a detailed research project regarding volunteering by young people aged 15 to 25 years old. Hambleton Community Action consulted with young people, educational establishments, voluntary organisations, employers and other agencies keen to promote youth volunteering. Consultations took place through on-line surveys, one to one interviews, events and workshops. A series of recommendations were presented to North Yorkshire Alliance who agreed on the following ‘next steps’ to encourage engagement of more young people with volunteering:

- This report will be shared with Strategic Partners and North Yorkshire organisations interested in furthering young people’s volunteering, providing them with research evidence on:
  - How to encourage young people to volunteer
  - How to support volunteer involving organisations to encourage involvement of young people
- Establish if there is an appetite for Strategic Partners within the voluntary and statutory sectors to work collaboratively to develop future youth volunteering initiatives.
- Promote the plan on a page as a resource that may usefully support future project development and funding opportunities.
- This report will be shared with national organisations with a volunteering remit e.g. National Council for Voluntary Organisations.

Hambleton Community Action has committed to take forward the above actions. Significant strategic partners include, but are not limited to, Stronger Communities, North Yorkshire County Council; North Yorkshire Youth; North Yorkshire Sport; Two Ridings Community Foundation; Community First Yorkshire and local support and development organisations in North Yorkshire where they continue to exist.



\* Referred to elsewhere within the Youth Volunteering Research Report  
Source: Youth Volunteering in North Yorkshire, 2018

# Introduction

The North Yorkshire Alliance of local support and development organisations commissioned Hambleton Community Action to undertake research into young people's volunteering in North Yorkshire. This initiative has been supported by National Lottery Awards for All grant funding.

## Scope of Services

The Consultant will undertake a detailed research project regarding volunteering by young people aged 15-25 years old. The consultant will work with secondary schools and local social groups in North Yorkshire to understand what the barriers are for getting people under 25 involved with volunteering in their communities through a series of events, one to one interviews and group workshops.

The consultant will talk to universities, local employers and voluntary groups and then develop a plan for how NYA can engage young people in future volunteering activities.

The consultant will produce a detailed report on Youth Volunteering in North Yorkshire containing recommendations as to how NYA moves forward and engages more young people. This report will be shared with all NYA partners.

*Source: North Yorkshire Alliance Contract for Consultancy Services*

## What is Youth Volunteering?

The National Council for Voluntary Organisations (NCVO) define volunteering as any activity that involves spending time, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives. Central to this definition is the fact that volunteering must be a choice freely made by each individual. This can include formal activity undertaken through public, private and voluntary organisations as well as informal community participation.

Furthermore, NCVO define youth social action as 'young people taking practical action in the service of others to create positive change'. They note that 'Good meaningful social action is seen as being of double benefit to young people themselves and the community be it volunteering for a charity, caring for someone in the community, providing peer support online or fundraising for a specific cause. Social action might happen through a structured programme, or might be self-generated by young people themselves'.

# Background

## Setting the Scene

North Yorkshire Alliance (NYA) partners delivered volunteering support to volunteer involving organisations through a network of Volunteer Centres across the county until April 2017.

Young people's volunteering initiatives of note provided by NYA include Craven Volunteer Centres work with schools and colleges. Before winding up this charity, the Craven Volunteer Coordinator said that 'we actually get more young people volunteering than those over 60'. Selby District Association of Voluntary Service also linked with local schools and supported young people's volunteering events.

Harrogate and Ripon Centres for Voluntary Service have worked with local schools, running assemblies, developed student opportunities booklets, run short workshops, promoted volunteering and brokered young people into volunteering roles. They have also supported Ripon Museums Young Volunteers Club and other youth initiatives.

Hambleton Community Action led on a Millennium Volunteers scheme within Hambleton and Richmondshire and later worked in partnership with North Yorkshire Youth to deliver a countywide v-inspired youth volunteering initiative, funded by the Cabinet Office from 2008 to 2010. This project, led by North Yorkshire Youth, championed youth volunteering across the county and encouraged more community organisations to open their doors to young volunteers. Hundreds of young people aged 16-25 were enabled to find volunteering opportunities and supported to volunteer alongside their peers in Youth Action Teams, to delivery community projects of their own choosing. Hambleton Community Action continued to support youth volunteering after these schemes ended by offering promotional talks to students and young people and organising volunteer fairs along with profiling volunteering opportunities specifically for young people. Stokesley Volunteer Centre have also attended volunteer fairs at Stokesley High School and supported people into Duke of Edinburg Award volunteering.

The North Yorkshire Volunteering Strategy, a vision for volunteering in North Yorkshire 2015 -2020, was sponsored by the North Yorkshire Voluntary and Community Sector Strategic Leaders Group. This document sought to create a strong and sustainable volunteering culture in North Yorkshire through collective action. Development of Youth Volunteering was highlighted as a specific priority within the Hambleton District by Hambleton Community Action. Other than actions taken to develop this particular initiative, there is no evidence to show this document is currently in use.

The period of this research coincided with a significant change in funding for the provision of volunteering infrastructure services within North Yorkshire. From 1 April 2017, North Yorkshire County Council and the Clinical Commissioning Groups transferred their funding to Community First Yorkshire. As a result, local access to face to face volunteering brokerage services via Volunteer Centres in each district is no longer provided.

## **Population and Rurality**

North Yorkshire is England's largest administrative county by area, covering over 3,000 square miles, with a population of 600,000 of which 62,000 are aged 15 to 25 years old. Given the predominantly rural nature of the county, with five of the North Yorkshire's seven Districts designated as the most sparsely populated classification of Rural-80.

## **Current Youth Volunteering Activity in North Yorkshire**

Two Ridings Community Foundation are currently administering the #iwill fund (formerly known as the Youth Social Action Fund) on behalf of the Big Lottery Fund and the Office for Civil Society who have invested £2million this year to fund groups delivering local youth social action opportunities. The programme aims to increase youth social action by 50% by 2020. Since its launch in 2017 5 voluntary sector organisations have been awarded #iwill grants within North Yorkshire.

Hambleton Community Action is one of the many charities who have benefitted from the above funding. They have developed 'Hambleton Helping Hands', a project to support young people, in particular those who have disabilities and support needs, to volunteer.

North Yorkshire Youth introduced a North Yorkshire County Council Stronger Communities funded youth volunteering pilot project within the districts of Hambleton and Harrogate in 2017.

There are numerous groups involving young people across the county, ranging from youth clubs and arts groups to guide associations and sports clubs.

Locally, many opportunities exist for young volunteers to be nominated for Community Awards. During 2017, award ceremonies were facilitated by North Yorkshire County Council, Hambleton District Council, Harrogate & Ripon Centres for Voluntary Service (CVS) and Young Stars 2017 in Scarborough.

Harrogate & Ripon CVS currently provide the most well-developed information offer for young people seeking volunteering. This follows significant investment in the development of a local directory for Harrogate District that identifies volunteering opportunities for young people. Coast and Vale Community Action, situated in the Scarborough and Ryedale Districts also offer access to a volunteering directory providing information on opportunities, although this is not searchable by age.

As previously stated, the countywide volunteer brokerage service (matching people interested in volunteering with volunteer involving organisations) no longer exists.

Young People in North Yorkshire are supported by 27 organisations who have a license to operate the Duke of Edinburgh Award. Numbers of young people undertaking the bronze, silver and gold awards are illustrated below.



There are also many other organisations that work with young people across the county including North Yorkshire Sport, North Yorkshire Music Action Zone, Carers Centres (Young Carers) and [North Yorkshire County Council](#) agencies through educational establishments and the [prevention service](#).

### **Links to Policies, Plans and Research in North Yorkshire**

[‘Young and Yorkshire 2’](#) (a) is North Yorkshire County Council’s strategic plan for children, young people and families living in North Yorkshire. It acknowledges the voluntary sector has a role to play as part of ‘A Place of Opportunity where all children and young people are happy, healthy and achieving’. The Plan has a stated action to work with the voluntary and community sector to develop vibrant communities that take responsibility for the aspirations, opportunities and achievements of their children and young people. The document also references a ‘call to action’ for ‘collective action, supported by strong leadership and strategic alignment with a wide range of strategies and plans, making all parts of the system to work together’.

NYCC’s Stronger Communities Investment Prospectus acknowledges supporting increased community run provision for children, young people and families as a priority. This programme aims to support and invest in social action through strengthening voluntary and community organisations developing local services and encouraging the communities of North Yorkshire to help themselves.

North Yorkshire Business Enterprise Partnership have a stated aim to help young people to acquire the skills and knowledge that prepare them for the work place and inspire them to plan for and achieve a successful future. Volunteering has a significant contribution to make to this aspiration.

The North Yorkshire Equality and Diversity Strategic Partnership commissioned research into Black and Minority Ethnic Groups in North Yorkshire in 2016. The research document ‘BME Groups in North Yorkshire ... the missing thirty thousand people’ considered recommendations for implementation of the Equality Act 2010, many of which had resonance with volunteering.

Harrogate & Ripon Centres for Voluntary Service commissioned another research report with links to young people volunteering in 2017. Their ‘Supported Volunteering in North Yorkshire Research Report’ highlighted many barriers to volunteering and recommendations as to how they may be overcome.

# National Context

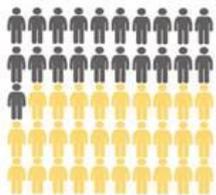
## Volunteering Trends

According to the latest report from the National Council for Voluntary Organisations (NCVO), "[Getting Involved – How People Make a Difference](#)" (b) published in November 2017, rates of formal volunteering among young people (16 – 25) have been steadily increasing since 2011/12. Men in this age group are now the most likely to undertake formal volunteering closely followed by women. Volunteers in this age group also spend more time per day volunteering. The report suggests these increases may have been influenced by a number of factors including the establishment of youth-focussed volunteering programmes, most notably the National Citizen Service, the 2012 Olympic Games and a tough employment market. Overall rates of formal and informal volunteering appear to have remained stable since 2001, although informal volunteering rates are seen to be more volatile.

This statistical picture is supported by research into [Volunteering Trends](#) (c) shared by nfpSynergy and the NCVO [trends in volunteering slideshow](#). Interestingly, rates of volunteering are seen to be higher in rural areas.

The [#iwill 2016 National Youth Social Action Survey](#) (d) produced a set of useful statistics on different types of volunteering roles undertaken by young people in 2016, as illustrated below.

## Youth Social Action in the UK 2016 Headlines



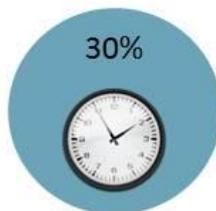
42% of 10 – 20 year olds took part in meaningful social action in 2016

- Participated at least every few months over the last 12 months, or did a one-off activity lasting more than a day
- Recognised that their activities had some benefit for both themselves and others



40%

FUNDRAISING/  
SPONSORED EVENT



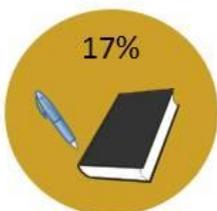
30%

GAVE TIME TO  
CHARITY / CAUSE



25%

SUPPORTED PEOPLE



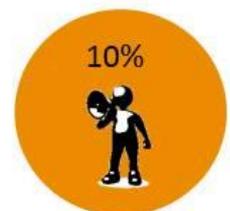
17%

TUTORED, COACHED,  
MENTORED SOMEONE



14%

HELPED IMPROVE  
LOCAL AREA



10%

CAMPAIGNED (not  
political campaigning)

Source: #iwill 2016 National Youth Social Action Survey

The '[Habit of Service Report](#)' (e) was launched in November 2017 by the Jubilee Centre for Character and Virtues. The report concluded that participating in meaningful action for the benefit of others is beneficial for individuals as well as society. It also found that if young people develop a 'habit of service' (volunteering) before the age of 10 years then they are twice as likely to form a 'habit of service' than they are if they begin volunteering from 16 to 18 years. The report makes the following recommendations to youth social action providers, schools, colleges and universities:

- Support young people as early as possible, to believe they have the time, skills, confidence and opportunity to participate in social action, and provide accessible opportunities.
- Support young people to continue participating through key transition points, such as moving schools, relocating, going to university or starting work.
- Encourage young people to share their stories of social action, and emphasise the often-ordinary start of their journeys, to inspire others to take part.

## **Volunteering as a Solution**

There is evidence of an increasing recognition and need for volunteers to maintain and run services across the Country. Moreover, volunteering is increasingly being seen as a proposed solution to several issues focused on young people including work skills, and employability, social cohesion, character development, reducing crime and anti-social behaviour.

The '[Powerful Communities, Strong Economies](#)' (f) report produced by Locality in November 2017 provides a framework that local authorities can use to commission for economic resilience and community organisations can use to evidence their local economic impact. Locality believe that commissioning local community organisations to provide local services, councils can simultaneously create better, more responsive services and build a fairer, more resilient local economy.

NHS Health Education England produced a [Volunteering Strategy 2017 Consultation document](#). (g) The strategy highlighted that 'age is very sadly often seen as a barrier to volunteering within the NHS... it is essential we give young people volunteering opportunities to support strengthening and diversifying our future workforce. There is no real reason for denying young people volunteering opportunities and it is clear that volunteers do not need to be 18 years and over'.

The above strategy usefully explains that health and safety concerns should not be a reason to discourage young volunteers either. The [British Safety Council](#) (BSC) actively supports the #iwill campaign that aims to make social action part of life for as many 10 to 20 year-olds as possible by 2020. It makes mention of some excellent [factsheets](#) and template risk assessments for volunteering provided by the BSC. Volunteer Involving Organisations can also make use of their online [videos](#) as part of volunteer's inductions.

In July 2016 the [Post 16 Skills Plan](#) (h) produced by the Departments for Business, Innovation and Skills and the Department for Education highlighted that they would seek to ensure the new system works for everyone. This will include ensuring that individuals who are not ready to access a route to further education at age 16 (or older if their

education has been delayed) can access up to a year of tailored and flexible support based on their prior attainment and aspirations.

Most recently in January 2018, the Government has published a review of [Careers Guidance in Schools, Colleges and Universities](#) (i) This outlines their statutory responsibilities for impartial careers guidance and notes that ‘schools should ensure that all students are aware of out of school opportunities that could help them with their career aspirations, such as the National Citizen Service and other voluntary and community activities’.

A number of ‘Youth Commissioners’ have been appointed across the country. They are young people aged 14 to 25 with a role to influence decisions about policing, crime and antisocial behaviour in their area, linking to the function of the Police and Crime Commissioners.

### National Youth Volunteering Projects

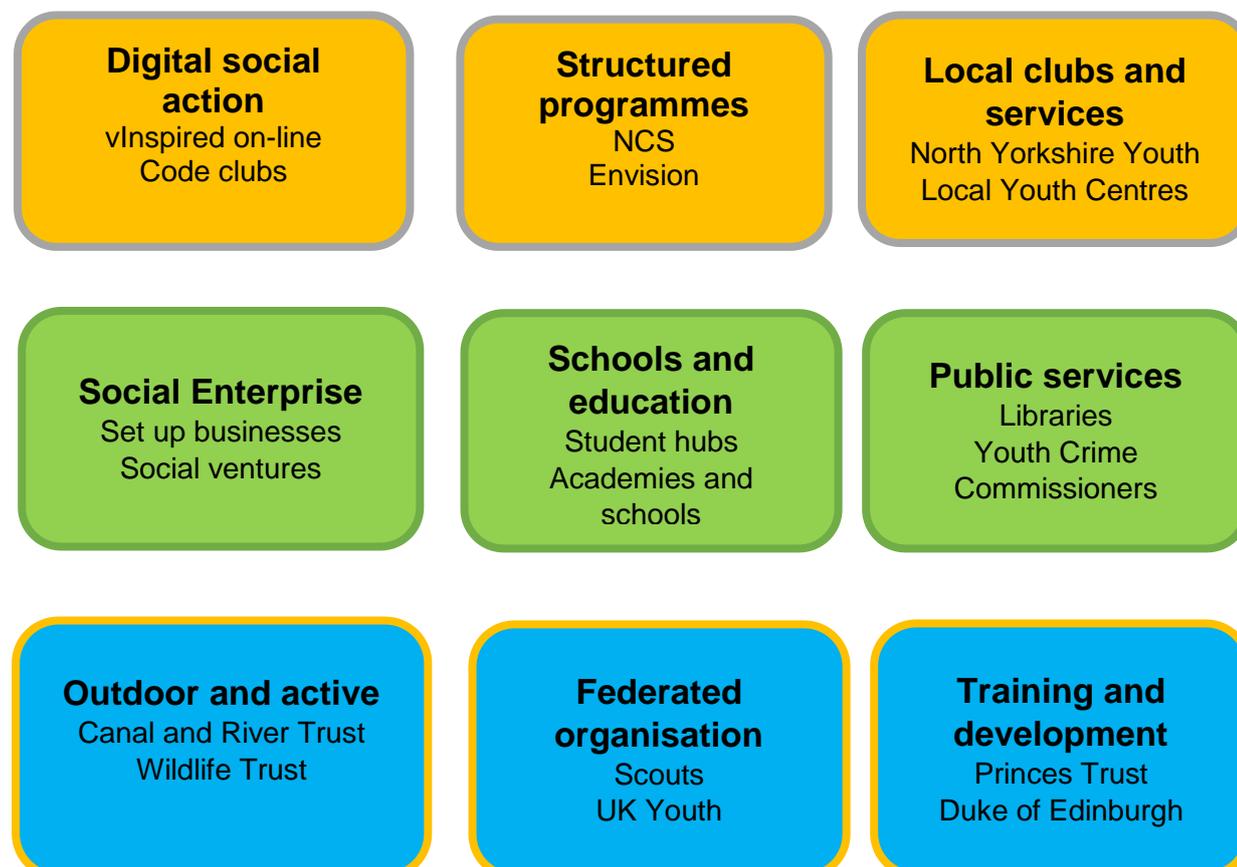
Over the last decade there has been an increase in the number of organisations involved in youth social action and volunteering. Much of this is attributable to the findings of the [Russell Commission \(2005\)](#) (j) which set out a framework to increase youth social action. Nationally there are many initiatives intended to get more young people involved with social action and helping identify the benefits volunteering can bring. Perhaps best known are:

Campaigns	Purpose	Website
	<p>Launched in 2013, the #iwill campaign is a UK-wide movement that aims to make involvement in meaningful social action part of life for 10-20 year olds by the year 2020. It is an independent cross-party campaign backed by 700 cross-sector partners. Their call to action is for more business, education, public and voluntary sector organisations to recognise the capacity of young people to make a difference through social action and pledge to empower them to do so.</p>	<p><a href="http://www.iwill.org.uk/">http://www.iwill.org.uk/</a></p>
	<p>Launched in 2006 <b>vInspired</b> is an independent British charity dedicated to helping young people volunteer in their local communities. Its projects are designed to engage young people who are under-represented in volunteering – for example, minority groups and</p>	<p><a href="https://vinspired.com/">https://vinspired.com/</a></p>

	those not in education, employment or training.	
	Launched in 2011, the <b>National Citizen Service (NCS)</b> is a UK Government voluntary personal and social development programme for 15–17 year olds in <a href="#">England</a> and <a href="#">Northern Ireland</a> . The scheme was made permanent through the National Citizen Service Act 2017.	<a href="http://www.ncsyas.co.uk/">http://www.ncsyas.co.uk/</a>
 THE DUKE OF EDINBURGH'S AWARD	Aimed at 14 – 24 year olds – this award gives recognition to young people who take part in a programme of activities including volunteering, physical skills and expeditions at bronze, silver and gold levels.	<a href="https://www.dofe.org/">https://www.dofe.org/</a>

A range, but not exhaustive list of other national and local projects has been produced by [#iwill](#).(k) Furthermore, several courses are available nationally which enable a young person to gain a qualification whilst volunteering. They vary in content, learning style and duration and include Duke of Edinburgh, the Diana Award and Youth Achievement Awards.

Generation Change has captured the wide range of contexts in which youth volunteering takes place, as illustrated below. The categories suggested are not exhaustive and can over-lap.



## What Does Good Youth Volunteering Look Like?

The North Yorkshire Volunteering Charter promotes the following 8 principles of good practice for Volunteer Involving Organisations:

**Equality and Diversity:** volunteering is open to all and volunteers are treated with fairness

**Expenses:** travel and other agreed out of pocket expenses are reimbursed

**Organisational Involvement:** volunteers are introduced to and integrated into the work and ethos of the organisation

**Personal Development:** identified needs are met by relevant training and development opportunities

**Recruitment Process:** recruitment procedures are fair, efficient and consistent

**Resolving Difficulties:** volunteers are aware of how to raise a concern and how it will be handled

**Safe Environment:** the physical and emotional risks of volunteering are identified, minimised and covered by adequate insurance

**Support:** a named supervisor ensures ongoing support appropriate to need

Volunteer Edinburgh have produced a useful booklet highlighting good-practice '[Guidance for organisations to support young volunteers](#)', (I) assisting groups to develop youth friendly opportunities and to support young people.

In recent years there has been a movement towards Youth Social Action that focusses on youth led initiatives rather than merely involvement.

## Principles of Youth Social Action

#iwill promotes six principles that define good social action:



## Benefits of Volunteering for Young People

The benefits of youth volunteering are well documented. [Vinspired](#) highlight how volunteering can benefit young people to *'Do good, feel good'* they say *'Volunteering is super flexible and it's rewarding too. Doing good things makes you feel pretty brilliant. Plus, you get to control when and where you do it and how much of your time you can commit. Volunteering can change your world; wherever you are, whatever you're into'*.

The #iwill campaign highlights that [Youth Social Action](#) has multiple benefits for young people, the organisations they work with, and society as a whole. They emphasise how empowering young people to make a difference in their communities through volunteering, campaigning and fundraising is vitally important. Research carried out by #iwill shows young people who have undertaken volunteering have stronger personal networks and higher life skills. This is also demonstrated by a [film](#) available on you tube.

The Cabinet Office commissioned the Behavioural Insights Team to conduct and evaluation of the 'Step Up to Serve' #iwill initiative, which has a mission to improve the quality, quantity and frequency of social action for young people. [Their report](#) (m) provides *'compelling and robust evidence that young people who take part in social action initiatives develop some of the most critical skills for employment and adulthood in the process'*.

[The Illustrated Guide to Participatory City](#) (n) by Tessa Britton is a very accessible illustration of how practical everyday activities can transform people's lives and the neighbourhoods in which they live.

The Guide highlights how involving young people in practical, short, informal, everyday activities give them small stepping stones that will:

- Help them learn informally which could lead them to formal learning.
- Give them opportunities to gain confidence.
- Give them access to networks, spaces and support to grow ideas that could lead to employment or self-employment.
- Introduce them to new models and design processes and help them explore ideas around social innovation

According to [research](#) (o) shared by #iwill - 67% of employer's reported that entry-level candidates with voluntary experience demonstrate more employability skills and 85% of young people who have participated in meaningful social action report that their experiences would help them get a job.

## Barriers to Youth Social Action

A rapid evidence review of ['Volunteering, Inequalities and Barriers to Volunteering'](#) (p) by Leeds Beckett University, produced in November 2016 provides a useful insight into what helps and hinders people to take part in volunteering. Barriers are categorised under the following areas: age, disability, gender, ethnicity, relationship status, religion, sexual identity and social exclusion. They found that volunteering, like many social activities has a social gradient with people from more disadvantaged areas less likely to volunteer.

The report '[Breaking Down the Barriers to Student Opportunities and Youth Social Action](#)' (q) produced by Universities UK and the National Union of Students seeks to support student unions and institutions in removing barriers to participation in social action and volunteering. They advise that the barriers to participation are:

- Language and understanding
- Motivations
- Time
- Management of volunteering
- Perception and previous negative experience
- Financial
- Space
- Environment
- Access to expert support and advice
- Bureaucracy

Further barriers to volunteering were identified within the Harrogate & Ripon CVS 'Supported Volunteering in North Yorkshire Report' which concluded there is a need for an inclusive approach to volunteering in North Yorkshire to help people with a range of support needs to volunteer.



(4)

# Research Methodology

## Consultees

Views on attitudes to volunteering, along with potential barriers and advantages were sought from three distinct groups:

- Young People (aged from 15 to 25 years)
- Volunteer Involving Organisations
- Businesses

Three online surveys were developed for the different groups that considered factors identified from the above research.

In addition, other agencies who have a role to promote volunteering for young people were consulted.

## Promotion

The consultant used a variety of promotional methods and techniques to engage with consultees including:

- £100 High Street Voucher prize draw for young people's survey
- Post cards and posters
- Survey information promoted with a sweet incentive as illustrated below:
- Web based and paper copies of all surveys
- Media releases
- Newsletter articles
- Web page
- Social media including Facebook and Twitter
- Promotional displays
- Through North Yorkshire Alliance networks
- Profile raising at young people's events
- Attendance of voluntary sector forum and business network meetings
- Promotion at staff team meetings of North Yorkshire Youth and via them, to youth clubs
- Marketing through District and County Council Officers to schools, Youth Councils, Colleges, Children's Trust, Libraries, Business Forums, Stronger Communities, Apprentice Providers, Pupil Referral Units
- Direct contact with volunteering organisations e.g. Duke of Edinburgh Award scheme, National Citizenship Scheme, uniformed groups e.g. scouts and guides
- Linking with Business Improvement Districts, Private Schools and Housing Associations



## Engagement

Levels of engagement with the on-line consultations varied between the different groups of consultees; with 135 responses from young people, 30 from Volunteer Involving Organisations and 8 from businesses. This information is supported by feedback gained from one to one consultations, attendance at network meetings, business forums and young people's events.



*Harrogate College Volunteers Fair*

# Research Findings

## Young People's Views

### From Survey

- Over 60% of the young people surveyed had volunteered during the last 12 months
- Over 38% of young people received help from their parents to start volunteering
- The top five responses to how volunteering has personally benefitted young people were: they enjoy it; it broadens life experience; it gives a sense of achievement; it gives the chance to learn new skills; it gives me more confidence
- The levels of responsibility, finding the time and the big commitment were found to be the most challenging aspects of volunteering
- When asked about why they haven't volunteered in the past, or had uncertainties about volunteering, over half the responses said that having enough spare time was the biggest issue
- The top three things that would encourage volunteering were: opportunities to volunteer with friends; volunteering opportunities close to home and if they could try it out to see if they liked volunteering
- Young people would be most interested in working with other children or young people and with fundraising activities
- When thinking about volunteering the following phrases came to mind most often: 'helping people out'; 'a way to develop skills or expertise'; 'being a good citizen' and 'a way to make a difference'
- Almost half the respondents had parents who had volunteered in the past and 44% had friends who had previously volunteered, although only 23% had friends who were currently volunteering
- Over 80% of those surveyed considered that volunteering will benefit them when applying for a job
- When asked about ways of receiving information about volunteering top responses were social media (66%), at school or college or by leaflets or posters
- Responses to a question about access to transport were varied, 55% walk to most places, 44% get lifts and 43% use a bus service, 14% drive a car and 12% ride a bike
- Young people commented:



*Volunteering gives me so much extra for my quality of life, as well as improving that of others*



*I absolutely love doing my voluntary work, it puts a smile on my face because I'm helping make a difference*

Everyone needs to be given the opportunity to volunteer

Volunteering has given me the confidence I need to approach new things or anything I couldn't do on my own. It's allowed me to achieve in getting jobs due to my qualifications and volunteering and it's let me find myself and make new friends

Volunteering is something I love to do and I wish I could do more of it .... However I am looking into doing more as I think teenagers are given a bad representation and by helping the community I also help with getting rid of this stereotpe

### Conversations with Youth People

Hambleton Community Action also attended a **Harrogate College** volunteer recruitment event along with 15 local Volunteer Involving Organisations. Over 60 young people engaged with the research stall, a number of whom completed the young people's survey. On speaking with the young people, it was found that many had previously volunteered when they were younger, but had since taken on paid employment and considered that they did not have the time to take on additional volunteering commitments.



(1)



(2)

Two young volunteers from Hambleton Community Actions Busy Buddies **supported volunteering project** were interviewed as part of this research. One of whom has both a learning and physical disability and was enabled to volunteer in an office situation and community café. She reported that the support she has received has helped her to gain new skills and experiences which she hopes will help her to find a job in the future. Another young volunteer who has autism explained that he had enjoyed his painting and

filming tasks. Both were made possible with bespoke one to one support through the scheme.

## **Feedback from Volunteer Involving Organisations**

### **From Survey**

- When asked if they currently involve young volunteers within their organisation, 63% do and 37% do not
- The survey sought to ascertain understanding of Disclosure and Barring Service Checks (DBS) and people were asked, what age do young volunteers need to be to have a DBS check if they are working with vulnerable people? 29% thought 16+; 29% thought 18+; 25% didn't know and 21% believe there to be no restrictions on DBS checks
- When asked – what is your view on the value and skills of young volunteers? The top responses were that young people are willing to learn, good with computers, friendly and motivated
- Several factors were identified as reasons why VIOs choose not to involve young people as volunteers: 24% had concerns about insurance and were not sure that young people would be covered; 24% said that they don't have enough time to offer the support required and 19% felt that they would have to get DBS checks for all other volunteers and employees working alongside the young people
- Over 94% of responders highlighted that their experiences of involving young volunteers had been positive
- Volunteer Involving Organisations suggested a number of areas of support that would usefully encourage them to involve more young people in volunteering roles: 30% felt that training for staff and existing volunteers in involving young people would be useful; 30% suggested that support with designing volunteer roles would be helpful and 26% proposed that having someone to accompany the young person to support them whilst volunteering would also help

### **Conversations with Volunteer Involving Organisations**

The consultants attended two **Voluntary and Community Sector Forum** meetings in Selby and Hambleton. Organisations in Selby were made aware of this research and encouraged to complete a VIO survey. The group raised a number of issues relating to youth volunteering as follows:

- It is hard to promote volunteering opportunities through schools in Selby District
- There are a few dynamic and committed teachers in a few schools where successful in-roads have been made
- The libraries would like to take on Duke of Edinburgh placements but cannot access insurance at competitive rates
- Transport is a barrier to young people volunteering due lack of availability and costs
- There was some uncertainty about whether volunteers needed to be DBS checked if they are supporting young volunteers
- There was a feeling that a collaborative approach to promoting volunteering opportunities, rather than competitive, would be beneficial
- With the demise of Selby Volunteer Centre, the meeting highlighted the lack of support to promote their local volunteering opportunities

At the Hambleton Forum for Voluntary Organisations meeting Hambleton Community Action facilitated a presentation and workshop on ‘Youth Volunteering – Mega Opportunity or Minefield’? The Forum also heard from a young person who shared how her life has been transformed through volunteering with Hambleton Community Action. Volunteer Involving Organisations fed back:

- Most attendees had experience of involving young people as volunteers
- A number of groups had a poor experience of the National Citizenship Scheme (NCS) in the summer months, whereby young people turned up at various offices asking if they could volunteer on that day
- The meeting heard that the NCS operates well in other areas and people agreed that volunteering opportunities could be created for NCS volunteers, given sufficient notice
- It was agreed that, as part of this research project, Hambleton Community Action would recommend linking with the team at the National Citizenship Service to encourage a more co-ordinated approach for the social action project going forwards

One to one conversations with Volunteer Involving Organisations have supported the findings from the survey, namely that they thought they would benefit from training for staff and volunteers, in involving young people, help with designing volunteer roles for young people. They also suggested that they would welcome groups of young people who are supervised and able to offer one-off volunteering support with specific projects. To this end, Hambleton Community Action brought together a small team of young people offering to a face painting stall at charity events. VIOs also suggested they are interested in developing digital and social media roles and felt that young people would have a role to play. A number of VIOs also reported having on-line and printed information specifically aimed at young people, most notably, Oxfam and a number of national charities. Furthermore, there are examples of innovative practice in involving young people for example, Clapham Village Shop where young people are linked with older people within the community to run this village facility.

Desk top research has revealed that, with the exception of H&RCVS and CAVCA **volunteering directories**, there is currently very limited information available about volunteer roles for young people across the county. North Yorkshire Connect, the County Council’s new community directory featured only 12 volunteer roles in January 2018. There are also very few North Yorkshire based volunteer opportunities featured on the national volunteer databases e.g.#iwill, Do-it or v-involved. It is understood that Community First Yorkshire are currently developing a volunteer opportunities database for North Yorkshire.

## **Views from Businesses**

### **From Survey**

- The on-line survey asked businesses ‘Does it Pay to Volunteer’? In particular, they were asked if their opinion of a young person would change if they knew that the young person had participated in volunteering. All but one said that their opinion of the young person would improve.
- When asked about what they believe to be the benefits of volunteering the top three responses were ‘it gives people a chance to learn new skills (87%); it gives people more confidence (75%) and it improves the chance of employment prospects (62%)

- All but one respondent said that they feel that volunteering helps people find work
- The highest scoring skills that employers thought volunteers bring to the workplace were: customer service; communication and teamwork skills
- Businesses were presented with the scenario 'Daniel and Sarah have applied for a job with your organisation. You have one place left on your shortlist for interviews. Their CVs read exactly the same, apart from the fact that Sarah has done some volunteering in her spare time, at a local Foodbank. Out of the two, who would you be more likely to shortlist for an interview? All but one of the responders said that they would be more likely to shortlist Sarah
- A clear majority of businesses said that they feel that volunteering is valuable experience to have on a cv (all but one, who 'didn't know)

## **Conversations with Businesses**

The consultant attended a Northallerton Business Network event held at the Allerton Court Hotel on 4 December 2017. The Business Network was attended by 20 people and involved mainly small businesses, many operated by a single person.

Hambleton Community Action was invited to speak to the meeting and explained about the Youth Volunteering Research project and consultation to find out the views of businesses – does it pay to volunteer?

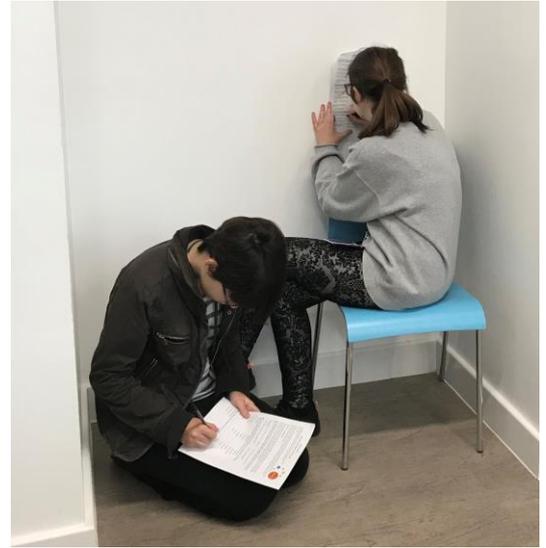
A straw poll revealed: 15 people confirmed that volunteering would be a valuable experience to have on a CV and 15 people said they would be more likely to interview someone who had volunteered.

The consultant spoke in some depth to a farmer, accommodation provider, marketing consultant, financial support business, cake maker and someone who herself does a great deal of volunteering in her spare time. All of these people recognised the value of volunteering. Some said that any type of volunteering was valuable, others focussed on the specific skills and experience they had gained during their voluntary work.

## **Feedback from Other Agencies who have a Role to Promote Volunteering for Young People**

In the course of the research Hambleton Community Action spoke with two **schools** about how volunteering for young people is promoted within the schools. In both instances one member of staff was extremely enthusiastic about volunteering, encouraging their students to find out about opportunities within their local community and providing volunteer fairs for Volunteer Involving Organisations to promote their opportunities and speak with young people directly. Both these schools were exceptional in their support of volunteering and had previously had long term, established relationships with their local Volunteer Centres in Craven and Selby.

Both **Harrogate College** and **Askham Bryan Agricultural College** participated in the research. Harrogate College invited Hambleton Community Action to attend a volunteers fair, to speak directly with the young people and to promote the survey.



(3)

Askham Bryan offer volunteer opportunities within the college including some in their zoo; they are the second highest provider for young people in a NEET (Not in Employment, Education or Training) situation and work closely with the Princes Trust.

**Teesside University** were approached as part of this research as many of their students come from North Yorkshire. The University has a volunteer involving programme 'Volun-tees' and actively encourage their students into volunteering through the provision of six annual events and the offer of credits for young people undertaking volunteering.

Hambleton Community Action have also spoken with one of NYCC's **Youth Participation Managers**. They outlined how pockets of volunteering activities are happening across the county but felt this was not happening on a consistent countywide basis. Examples cited include the Yorkshire Coast Housing, British Youth Council, Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) initiative through Barnardo's and the Harrogate and District NHS Foundation Trust. Concern was expressed that engagement should not be tokenistic and should involve a wide range of organisations working with young people in a locality for sustainable and consistent projects.

Conversations with a **Post 16 SEN** Officer shared that the County Council are currently revising details of their 'local offer' available to young people with Special Educational Needs. They are also developing a range of interventions and pilot projects that include options for volunteering alongside employment and training. For example, the SEN Officer is bringing together a network of organisations to facilitate series of events in the Scarborough Opportunities Area.

Attendance at the Hambleton and Richmondshire **Employment, Volunteering and Training Network** meetings has revealed the numerous organisations involved in helping people with additional support needs to access jobs, volunteering and training. These include the job centre, NEET and apprenticeship providers, local schools and colleges, Pupil Referral Units, NYCC's Supported Employment, Adult Learning and Skills Service, Tees Esk Wear Valley NHS Trust, Housing Associations and Hambleton

Community Action. This network has enabled individuals to benefit from agencies working together and focussing on a person-centred approach, without duplication and working to prevent people being passed from one organisation to another.

## Volunteering Opportunities for students & young people in Harrogate and Ripon

email: [volunteer@harcvs.org.uk](mailto:volunteer@harcvs.org.uk)  
[www.harcvs.org.uk/volunteer](http://www.harcvs.org.uk/volunteer)

**Free  
Please  
take one**



Community House  
46-50 East Parade  
Harrogate  
HG1 5RR

**H&RCVS**  
Harrogate and Ripon Centres  
for Voluntary Service

Community House  
Sharow View  
Allhallowgate  
Ripon  
HG4 1LE

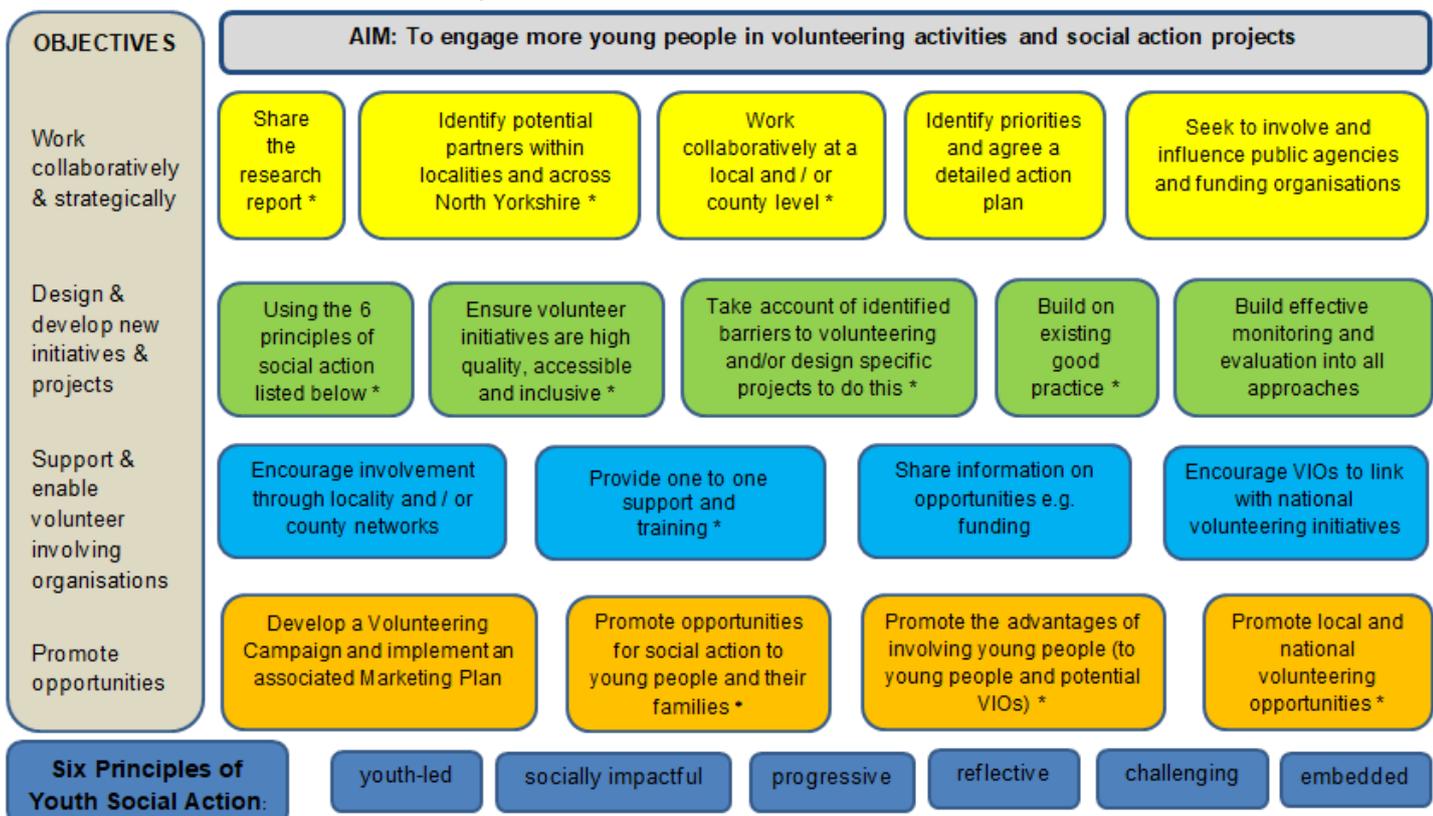
# Recommendations

## Main Recommendations for North Yorkshire Alliance

- Share this report with Strategic Partners and North Yorkshire organisations interested in furthering young people’s volunteering, providing them with research evidence on:
  - How to encourage young people to volunteer
  - How to support volunteer involving organisations to encourage involvement of young people
- Establish if there is an appetite for Strategic Partners within the voluntary and statutory sectors to work collaboratively to develop future youth volunteering initiatives.
- Promote the plan on a page below as a resource that may usefully support future project development and funding opportunities.
- Share this report with national organisations with a volunteering remit e.g. National Council for Voluntary Organisations.

Strategic partners include, but are not limited to, Stronger Communities, North Yorkshire County Council; North Yorkshire Youth; North Yorkshire Sport; Two Ridings Community Foundation; Community First Yorkshire and local support and development organisations in North Yorkshire where they continue to exist.

### YOUTH VOLUNTEERING PLAN ON A PAGE



\* Referred to elsewhere within the Youth Volunteering Research Report  
Source: Youth Volunteering in North Yorkshire, 2018

## **Proposals to Encourage Young People to Volunteer**

- Traditional methods of encouraging youth volunteering and new approaches to youth social action are both of relevance to North Yorkshire
- Promote the benefits of volunteering highlighted by the survey to encourage young people to volunteer
- Seek to overcome the major barriers to volunteering (finding the time and the assumption that volunteering is a 'big commitment') by developing volunteer roles that are time-limited, micro or small scale, local and/or home-based
- Support the development of volunteering opportunities that offer taster sessions, group volunteering and are accessible to all or home-based as these factors were highlighted as elements that would encourage young people to volunteer
- Encourage volunteering opportunities that involve working with children or young people or fundraising activities as these were the most popular volunteer roles in the survey
- Seek to engage with young people via their parents and friends
- When promoting youth volunteering opportunities, encourage organisations to consider that there are other ways in addition to social media, for example via leaflets and posters and at schools and colleges
- 'Sell' advantages of volunteering in relation to finding employment and building CVs when undertaking promotional activities
- Develop projects to promote young people's volunteering projects, designed and led by young people
- Youth volunteering initiatives should aim to reach and support all young people – consider a supported volunteering model where appropriate
- Ensure provision of information on volunteering opportunities for young people e.g. 'Volunteering Opportunities for Young People and Students in Harrogate & Ripon' on-line directory
- Work with schools and colleges to increase awareness of the range of volunteering opportunities available and sharing of good practice within educational establishments

## **Proposals to Support Volunteer Involving Organisations to Encourage Involvement of Young People**

- Encourage establishment of locality networks of organisations interested in engaging with young people, volunteering and youth social action
- Promote local and national funding opportunities and awards including: Two Ridings Community Foundation's #iwill Fund (formerly Youth Social Action) and NYCC's Youth Community Fund and encourage other VCS support organisations to do likewise
- Provide accurate information on the requirement for Disclosure and Barring Service checks, insurance, parental consent and health and safety issues for involving young people (e.g. myth busting) via newsletters and network meetings (referencing national resources as appropriate) and request that other infrastructure organisations in North Yorkshire do likewise
- Promote the advantages of involving young people as volunteers, as highlighted by the survey e.g. they are good with computers, are willing to learn, are friendly and motivated

- Design a scheme whereby volunteers are supported to volunteer by a buddy or project worker for a time-limited period, thereby building up the confidence of the charity or community group to involve young people
- Provide support with training and designing specific volunteer roles for young people within the above scheme
- Link with the National Citizenship Service and other national initiatives at a local level to encourage a more co-ordinated approach for social action projects

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# Acknowledgements

## Photographs

- 1) Homegrown Food Festival 2017
- 2) Young Volunteers of the Year at Harrogate District Volunteering Oscars 2017 - courtesy of Harrogate Advertiser
- 3) Harrogate College Volunteers Fair 2017
- 4) Herriot Hospice Colour Run

## Consultees

Hambleton Community Action are grateful to the following consultees:

- Harrogate & Ripon CVS
- Coast and Vale Community Action
- Selby & District AVS
- Harrogate College – staff and students
- The Skipton Academy – staff and pupils
- Selby High School – staff and pupils
- Askham Bryan Agricultural College – staff and students
- Teeside University
- Selby Vnet for Volunteer Organisers
- Hambleton Forum for Voluntary Organisations – members
- Northallerton Business Network – members
- Hambleton and Richmondshire Employment, Volunteering and Training Network – members
- Youth Participation Manager, North Yorkshire County Council
- Post 16 Special Educational Needs Officer, North Yorkshire County Council
- Oxfam
- Help for Heroes
- RSPCA
- Marie Curie
- Clapham Village Shop
- Busy Buddies supported volunteering project – young volunteers

## Appendices

- Appendix 1 Feedback from Survey – Young People's Views
- Appendix 2 Feedback from Survey – Volunteer Involving Organisation's Views
- Appendix 3 Feedback from Survey – Views from Businesses
- Appendix 4 Youth Volunteering Plan on a Page

**Report produced by Hambleton Community Action  
January 2018**