

November 2009

Recruitment and Induction

	<b>Barrier</b>	<b>How to Reduce</b>
1	Lack of knowledge about how to become a volunteer with you organisation	Publicity and Information
2	Lack of experience of volunteering	Arrange open days / visits for potential Volunteers / offer trial periods
3	Previous negative experience(s) of volunteering and / or its organisation	Emphasise benefits of volunteering and how it is organised
4	Fear of possible over commitment	Indicate length of commitment required/after trial period
5	Lack of child / adult care facilities	Provision / advice / information
6	Timing and location of the voluntary work	Transport, car pools, flexibility
7	Expenses incurred	Reimburse out-of-pocket expenses
8	Absence of insurance for volunteers	Obtain appropriate type of insurance cover
9	Lack of access for disabled people	Improve accessibility where possible or create new accessible rules
10	Discrimination (direct and indirect) on any ground such as sex, race, colour, language, political or other opinion, national or social origin, association with a national minority, property, birth or other status.	Implement equalities and diversity policy and procedures (for sample document contact VDS)
12	The language used to refer to voluntary work e.g. a scout leader may not see his/her voluntary work as volunteering	Use ordinary language, not jargon