

# Leeds Volunteering Strategy

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Making Leeds the best city for  
volunteers



[#volunteersofleeds](#)

# Foreword



## **Councillor Mary Harland, Executive Member for Communities**

In Leeds we understand that volunteering plays a crucial role in developing and delivering community-led solutions to challenges and opportunities.

By giving their time, volunteers create new relationships with organisations and with communities based on mutual respect and shared values. Volunteers are highly motivated by the desire to 'give back' and make a difference. They value having the opportunity to connect with their communities and have a sense of purpose. There are wider health, wellbeing, professional development and employability benefits that come from volunteering all of which help to create opportunities and address inequalities.

Through the inclusion of volunteers, organisations benefit from a diverse range of skills, insights and lived experience. Involving volunteers not only increases the capacity of organisations to deliver community services, but also ensures that the services that are delivered stay relevant to the community.

This strategy sets out the steps that partners can take to develop approaches to volunteering that will help us adapt to future challenges and build a more inclusive city. Most of all, the strategy focuses on celebrating the contribution of volunteers.

Our city's volunteers show the best that we can be, and I'd like to take this opportunity to say thank you to every one of them.

# Foreword



## **Kim Groves, Independent Chair of Third Sector Leeds**

There are around 40,000 volunteers in Leeds, with a large proportion of them giving their time to third sector organisations. I would like to start by saying thank you to those volunteers for their hard work and commitment. Volunteers were central to Leeds' emergency response to Covid and their commitment and energy continues to support communities through the Cost of Living Emergency.

However, recent research shows that the numbers of volunteers is falling both nationally and in Leeds. This trend is already having a negative effect on our third sector organisations. Perhaps, more importantly, fewer volunteers could lead to fewer routes to delivering social change.

The feedback from volunteers that Leeds Volunteer Managers' Network collected in developing this strategy shows that volunteers aspire to have greater flexibility and more opportunities to move from one role or organisation to another. They want more opportunities to influence how organisations work and the opportunity to create and deliver the projects that they consider important.

If we want our third sector to be successful, then we must make sure that our volunteers feel welcome and valued. Achieving this aim is a key part of the Leeds Third Sector Strategy and I look forward to helping to make Leeds the Best City for Volunteering.

# The Leeds volunteering infrastructure

The range of volunteering offers and services in Leeds is extensive, and we are proud to share some examples of effective practice in this document. We would also like to thank the volunteers who came forward to offer their feedback around the strategy and who have helped to shape our priorities.

Leeds has a wide range of services that support the city to recruit and support volunteers, including:

**Leeds Volunteer Manager's Network** - the city's peer learning network of volunteering specialists. It has led the development of this strategy, working with partners across the third sector, Leeds City Council, Universities and Health and Care.

**Volunteer Centre Leeds (supported by Voluntary Action Leeds)** - a brokerage service that advertises volunteering opportunities for organisations in the city and matches people who would like to take up volunteering to those opportunities. Volunteer Centre Leeds provides a free online system that organisations can use to advertise volunteer vacancies and manage volunteers.

**Excellence in Volunteering Quality Mark** - accreditation for organisations provided through Volunteer Centre Leeds and sponsored by Leeds Volunteer Managers' Network.



## Our vision

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Leeds will be the best city for volunteering. A city that celebrates volunteering in all its forms, where it's easy for people to find ways to make a difference and get involved.

All partners work together to support an innovative and diverse volunteering environment.

# Our values

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The following values have been established by the Leeds Volunteer Managers' Network and have been used to underpin this strategy:



**Enabling people to grow**



**Collaborative**



**Inclusive and accessible**



**Supportive**



**Innovative**

# Purpose

This strategy sets out key areas for development around volunteering infrastructure and support for volunteers over the coming 5 years.

It is a challenging programme that will address barriers to volunteering and renew and enhance services in ways that enable innovative practice to emerge.

The strategy seeks to set a course for developing both *informal* and *formal* volunteering. As informal volunteering is less structured and often happens 'below the radar', we acknowledge that there is further to travel in understanding our city's strengths and areas for growth in this area.

In developing this strategy, Leeds Volunteer Managers' network has drawn on evidence about national and local trends and consulted widely with volunteers, volunteer managers and with partners.



# Definitions of volunteering

For the purposes of this strategy we have adopted the definitions set out in West Yorkshire Health and Care Partnership document –

## Key Principles for Involving Volunteers

A volunteer is someone who chooses to spend their time, without being paid, to help a person, community, place, or organisation (outside of their family relationships).

To add detail to this broad definition, we think it's important to counter some common misconceptions about volunteering below:

- Volunteering is not a replacement for paid members of staff
- A volunteer is not a work placement, internship or work experience student
- Volunteering is not compulsory
- Volunteering is not a free substitute for underfunded services

### ***Informal Volunteering is:***

Unpaid activity that is not coordinated by an organisation or institution. It is often organic and self-initiated (for instance checking in on a vulnerable neighbour) and many people volunteering informally might not consider themselves to be volunteers.

### ***Formal Volunteering is:***

Unpaid activity that is delivered through an established community organisation or community group. It often includes structured tasks related to the organisation's activity. Where formal volunteering is effective, it offers support for volunteers to develop themselves and the payment of expenses.

During the pandemic, Voluntary Action Leeds produced guidelines on safe Informal Volunteering:  
**Neighbour Pack**

(<https://doinggoodleeds.org.uk/supporting-your-neighbours/>).

# Context

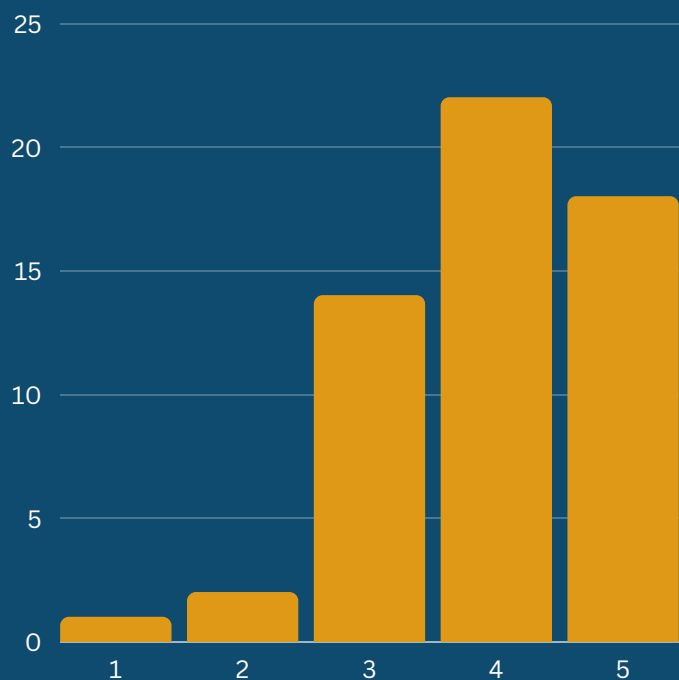
The national picture of volunteering demonstrates that there has been a steady decline in participation in formal volunteering from 2013, with a more significant decline beginning in 2020. ([Community Life Survey 2020/21](#)). Participants in the survey reported that work commitments posed a significant barrier to their ability to engage in volunteering.

The Leeds State of the Sector report 2022 shows just under 40,000 volunteers including trustees in the city, this represents a decrease from just over 50,000 in 2020.

In Leeds, we need to strengthen what we know about volunteering. Improving this data set features as a strong recommendation within this strategy. The survey of volunteers in Leeds we undertook for this strategy highlights that there is work to be done to showcase the range of volunteering opportunities in the city.

Volunteers were asked to rate Leeds as a city with lots of opportunities for volunteers to take action to support communities

*1 = few activities -  
5 = lots of activities*



Average rating: 3.95

Volunteers were asked - What can charities do to improve their volunteering offer?

Communication

Support existing  
volunteers

Clarity  
about the  
role

Simple  
application  
processes

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When asked what charities can do to improve their volunteering offer there was an overall feeling that volunteer recruitment and practice from voluntary organisations should be standardised across the city.

### **Communication**

It was felt that an increase in communications such as advertising, signposting, social media/online presence could be carried out by charities to improve their volunteer offer.



Better promote the positive impacts that volunteers bring to an organisation, including the skills and knowledge that they bring with them,

Better promote the training, skills and experience that can be gained through volunteering, including the qualifications that can be worked towards, this may also remove the pre conception that all volunteers work in a charity shop for a couple of hours a week.



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### **Supporting existing volunteers**

Volunteers felt that charities could offer more support for existing volunteers such as expenses, provision of lunch, training and preparation for their role.



Volunteering should not have a cost, I would expect expenses to be covered and this to be done as standard and to be an accessible process.



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## Clarity

The consultation indicated that volunteers would like more clarity on their role. Their feedback suggests that the descriptions and expectations of volunteer roles could be made clearer in the adverts, application forms and during the role, as volunteers often find it unclear what the boundaries are for their role. Role titles could also be more specific.



Sometimes when I see a volunteer role advertised it can be quite unclear exactly what it will mean doing. e.g. - "Food Bank Volunteer" - this could be going around picking up collections, it could be staffing the bank/centre itself. [...]

It could be more specific in their job descriptions for exactly what they're looking for.



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### **Simplified application processes**

The process for volunteers applying for roles was felt to be too complex at times. Respondents reported that application forms can be too long and that organisations do not offer enough web-based options to help volunteers apply for roles.



Charities have to make the recruitment process less complicated. No one wants to complete a lengthy form then go through interview for unpaid work. Please find another way to recruit volunteers. People want to put their time to good use but the recruitment process is a huge barrier.



## Further recommendations included:



Flexibility



Hold  
open days



Recognition



Integration



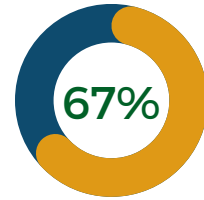
Accessibility



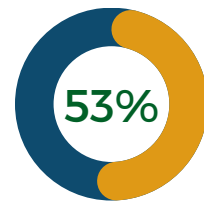
Inclusion

# Approaches to removing barriers

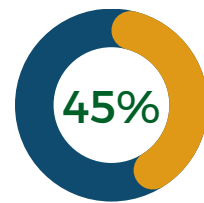
**Offer volunteering that is local to where people live**



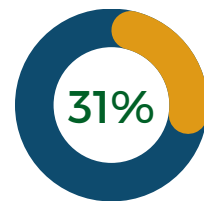
**Having a buddy who helps you volunteer**



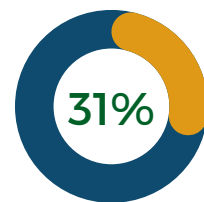
**Shorter one off volunteering**



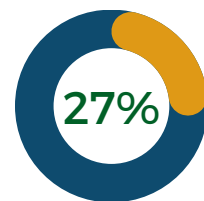
**Help with interviews and application forms**



**Making sure there are people from diverse backgrounds**

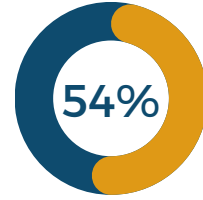


**Providing transport**

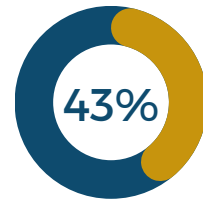


# What prevents people from volunteering?

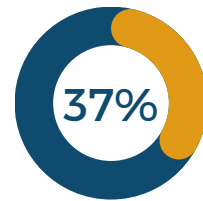
**Not enough time**



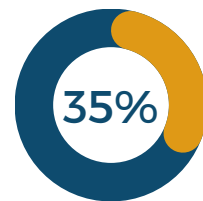
**Not knowing what kind of volunteering is available**



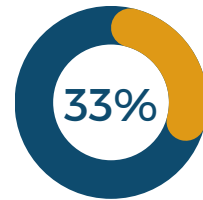
**People don't think they have the right skills**



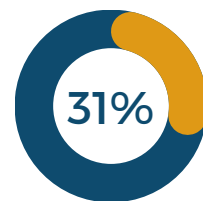
**Not knowing where to find volunteering**



**People can't afford to volunteer**

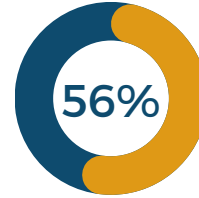


**People can't make a long term commitment to volunteering**

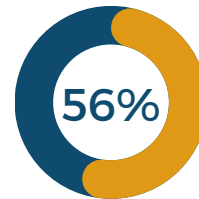


# Motivations for volunteering

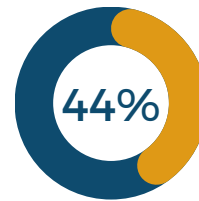
**To make a difference**



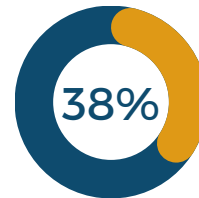
**To give back**



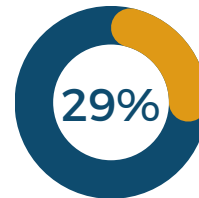
**To feel part of the community**



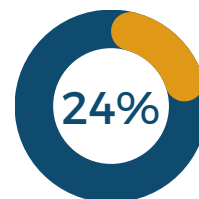
**To have a sense of purpose**



**To meet new people and make friends**



**To share lived experience**



# Building on feedback

Volunteer Managers and volunteers themselves told us that the Covid 19 pandemic and the Cost of Living Crisis has had a significant impact on people's ability to volunteer.

Volunteer Managers told us that rising workplace pressures often hamper their ability to develop new programmes or approaches and sometimes lead to lack of stability in the service they offer to volunteers.

Much of the feedback from professionals, which has been used to shape this report, shows an insight and understanding of the needs of volunteers, the barriers they encounter and the resources and approaches that are required to create an equitable volunteering offer in Leeds.

Without exception, contributors to this strategy aspire to broaden the diversity of people volunteering. They wish to see the distinctive contribution that volunteers make celebrated across the city and recognised as a central part of making social change.



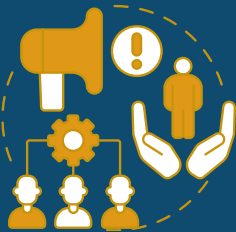
# Ambitions for change



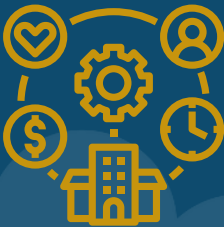
One: Volunteers are at the centre of volunteering in Leeds, they shape and influence volunteering and are valued and recognised.



Two: The Leeds volunteering offer is inclusive and creates equity. Our volunteer base is diverse and represents the communities we work with.



Three: There are a greater number of volunteers who lead on innovative social action for the benefit of communities in partnership with organisations.



Four: Volunteering is well resourced and resources are shared, resulting in strong and effective volunteer management.

# Aspiration one

**Volunteers are at the centre of volunteering in Leeds, they shape and influence volunteering and are valued and recognised.**

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## Principles

- Volunteers are valued and their contributions are recognised at a city level.
- We understand the needs and wishes of volunteers and develop attractive volunteering roles that meet these needs.
- The voices of volunteers are heard, valued and acted upon, enabling them to deliver meaningful social action.
- Volunteering plays a critical role in the development of skills required in the workplace and there are progression opportunities for volunteers who want them.
- Volunteers lead on social action where they wish to, and there is a volunteer movement where volunteers collaborate to drive change.

## How we'll achieve change

- Undertake research to understand the aspirations of volunteers so organisations know how to develop their volunteering offer.
- Develop a network of volunteers who come together to help shape volunteering in the city.
- Develop approaches that demonstrate volunteers are valued (for example, ID cards, pin badges, certificates).
- Increase resourcing for community-led social action projects.
- Resource a city-wide volunteer skills record, for example Digital Badges
- Work with employers to increase recognition of the skills developed through volunteering.
- Celebrate and showcase the difference that both formal and informal volunteering makes.

## Measurement of success

- Volunteers report feeling happy and valued in their roles.



# Good practice - Climate Action Leeds

## Putting Volunteers in control of funding for Social Action

People in communities across Leeds give their time and energy and skills because they want to make change in their neighbourhoods. In some innovative cases, community members are not just the recipients of funding to deliver social action, but they are in control of decisions about which projects receive funding.

### Climate Action Leeds Community Grants

Climate Action Leeds is a large scale National Lottery funded project that is mobilising communities in Leeds to help shape a city which is zero carbon, nature friendly and socially just by the 2030s. The Climate Action Leeds community engagement partner, Together for Peace, is working in partnership with Leeds Community Foundation to run a grants programme that enables small, often volunteer-led, community groups & organisations to design and deliver their own projects. Grants (up to £1,500) are decided by a panel of community members from across Leeds who are interested in grassroots climate action. Small grants (up to £5,000) are decided through a participative grant making event, where all applicants and community members vote on the projects they feel will make the most difference. Both processes take the power out of the hands of traditional decision-makers and put it in the hands of people who are keen to see change happen in their communities.

9 out of 10 participants at the first small grants event reported being satisfied or very satisfied; they valued being involved in the decisions, networking & hearing about new projects.

### Our top three tips for putting volunteers in the lead are:

1. Make your processes as transparent & accessible as possible to enable wide participation.
2. Have a strong, clear structure in which volunteers can feel confident in taking the lead.
3. Let go of being in control & trust the good decisions that volunteers make.

# Aspiration two

The Leeds volunteering offer is inclusive and creates equity. Our volunteer base is diverse and represents the communities we work with.

## Principles

- There is a diverse volunteer base which brings a wide range of new skills, insights and lived experience to services.
- Services actively reach and meet people 'where they are' in their communities – reaching the whole person and engaging people who feel excluded from volunteering.
- Inclusive practice in volunteering is resourced - volunteering offers are shaped and adapted to meet the individual needs of volunteers.
- Recruitment processes are accessible and simplified, and engaging in volunteering is easy.
- There are attractive volunteering roles that are engaging and appealing to people from diverse communities.

## How we'll achieve change

- Develop supported volunteering services that will provide the level of support required to reduce and overcome barriers to volunteering, therefore creating a more diverse volunteer base in Leeds.
- Develop toolkits that outline approaches to engaging people with a wide range of protected characteristics, providing the guidance needed to create inclusive volunteering.
- Undertake research to understand the needs of volunteers from diverse communities (including those engaged in informal volunteering).
- Establish reliable data on volunteer demographics.
- Develop a task and finish group that identifies approaches to diversifying volunteering and highlights good practice / changes in practice.

## Measurement of success

- The diversity of volunteers in Leeds is increased.



# Good practice - Rainbow Junktion

**Rainbow Junktion is a Community Cafe and Foodshare in Hyde Park, Leeds.**

**Our aims:**

- 1.To fight food waste
- 2.To fight food poverty
- 3.To build community

We do this with a twice a week cafe serving varied lunch made from surplus food (Mon + Thurs 11.30-3pm) and a once a week Foodshare with a wide selection of groceries (Fri 11.30-4pm). Alongside the cafe we have advice services, drop in clinics and fun activities. All our services are open to everyone, pay-what-you-can and non referral.

Our volunteering programme attracts people from a wide range of diverse communities. This is because we remove barriers to volunteering (just one short google form for our records).

We do not expect people volunteering to have any particular skills or to speak English. We have flexible volunteering (both in terms of shift hours and also dipping in and out) and don't ask for a long term commitment.

Different types of volunteering roles are available and we try to match people up with their skills and what they would like to do. Rainbow Junktion doesn't have a strict divide between customers and volunteers and often customers get involved slowly.

We support our volunteers with food and travel expenses when necessary. We often provide other kinds of support for our volunteers such as training, references, signposting and emotional support.

We try to have a family vibe and make everyone feel welcome and part of the team however often they volunteer and whatever their skill level.



Our volunteering offer creates equity because we give everyone a chance to try out volunteering with us. We communicate with the volunteers on different platforms and always offer all volunteering opportunities to everyone.

**Our top tips to creating a diverse volunteer base are:**

1. Remove barriers to getting involved.
2. Flexible volunteering opportunities (allowing people to fit it around their lives).
3. Advertise for your volunteers in a variety of ways to reach the most people.



# Aspiration three

There are a greater number of volunteers who lead on innovative social action for the benefit of communities in partnership with organisations.

## Principles

- Volunteer mobility between organisations is embedded into organisational practice.
- Businesses in Leeds actively give their time and contribute in ways that meet the needs of communities.
- Innovation in volunteering is welcomed and we are open to learning new approaches.
- Volunteering activity is based on evidence and progress is measured.

## How we'll achieve change

- Enable mobility through the development of a volunteer passport.
- Establish frictionless access to volunteering where appropriate bureaucracy is minimised (for example: online DBS is utilised, references simplified and applications completed at 'interview')
- Increase the engagement from the business community by resourcing mechanisms for brokerage between businesses and the third sector.
- Work with stakeholders to widen and standardise training for volunteers.
- Share practice that enables volunteers to engage flexibly / informally in volunteering.

## Measurement of success

- An increased number of people volunteering in Leeds.



# Good practice - Community Champions

Forum Central, Voluntary Action Leeds and Leeds City Council developed the Community Champions project to support the city's response to Covid messaging and activities in Leeds in 2021.

The project has evolved to support partners and communities with current health trends and priorities in the city as well as wider health and wellbeing messaging such as Cost of Living, physical and mental health and debt. The aim of the project is to reach people within communities who experience worse health outcomes in order to help to reduce health inequalities.

Our project actively recruits a diverse range of volunteers. Champions are able to act from a position of cultural awareness, knowledge, experience and using their language skills to enable improved community engagement and social action. Some champions attend community events or do 'street based' work, whilst others share messages through their online and in person social networks.

Champions feedback their experiences and the conversations they have to help shape the messaging to their communities, focussing on what's important to particular communities and responding to those needs. In turn, Champions drive the project forward and lead on activities.

Our innovation lies in the project's unusual approach to volunteering.

## **This is demonstrated by:**

- Working with a range of partners across different services to deploy volunteers to varied opportunities e.g. door knocking, community engagement, events and vaccination sites.
- Enabling volunteers to progress their own ideas to support community engagement - from specific projects to simply having conversations with family, friends, neighbours and local community members.

- Responsive according to community needs – as shown by the evolution of the project from delivering key messages about Covid and vaccinations to broader health and wellbeing messages to a focus on the cost of living crisis.
- Champions choose where and when they want to volunteer at a time that suits them – flexible volunteering.

### **Champion-led social action**

One volunteer, a young asylum seeker, had an idea to host the covid vaccination bus at Lincoln Green Mosque to engage with those attending Friday prayers. The volunteer approached the Imam at the mosque and arranged a date. He also created posters to promote the vaccination pop up and with the help of another Champion translated the information into Arabic and Kurdish. 120 conversations were had and 6 vaccinations administered.

*Olivia Bevan (Nurse) said - 'As always so many thanks to the Community Champions for being friendly and approachable and to Wais for his connections with the Mosque allowing us this great opportunity!'*

*Community Champion volunteer - 'Volunteering has helped with both my English and my confidence, I enjoy doing it.'*

### **Our top 3 tips for social action in volunteering are:**

1. Be flexible with the roles you design and adapt them to suit the skills / experience / strengths of your volunteers.
2. Listen to volunteer ideas and support them to achieve the social action that they design.
3. Keep 'checking in' with volunteers to find out what's happening in their lives and maintain strong relationships.

# Aspiration four

**Volunteering is well resourced and resources are shared, resulting in strong and effective volunteer management.**

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## Principles

- Long term funding and resourcing is required to account for staff time to create and support a strong volunteering base.
- Collaboration and resource sharing is the foundation for good practice in volunteering.
- There is a continued strong volunteering infrastructure that enables us to grow our volunteer base.

## How we'll achieve change


- Explore opportunities to develop localised peer networks (of place or interest) that can share resources.
- Develop effective use and sharing of existing resources and best practice (for example, by expanding and publicising Leeds Volunteer Managers Network 'knowledge bank').
- Increase training on the resources that are available to support the recruitment and management of volunteers, adapting these resources to meet the changing needs of organisations.
- Improve communication and knowledge transfer between network members.
- Review and develop the functionality of the city's online volunteer brokerage platform.
- Work with city partners to raise awareness of the resources required to sustain effective volunteer management.

## Measurement of success

- Volunteering in Leeds is better resourced and volunteer managers have increased capacity.



# Leeds Irish health and Homes' Volunteering Policy approach



Volunteering is not regarded by Leeds Irish Health and Homes as a cheap option.

Good volunteering policy is about a return on investment for all participants and needs investment, training, management and often out-of-hours supervision which all represent costs to an organisation.

Nor do Leeds Irish Health and Homes see it as an alternative to providing well trained and professional staff to meet our service user's needs. It is a co-existing and mutually beneficial partnership with staff, volunteers and service users.



# Good practice - Advonet

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Advonet is the main advocacy organisation in Leeds. The bulk of our work is paid but we also very much value the importance of volunteering and its benefits. Therefore we have a series of volunteer projects as well.

These are:

- Citizen's Advocacy
- AIM mentoring support
- Parenting Turn to Us Advocacy
- Leep1 volunteer support

Our volunteering programmes are essential to our work and we aim to resource them as well as we can. We have very robust volunteer policies and there is a budget for volunteer expenses and DBS checks to help volunteers to participate. Our HR department and our finance department have time allocated to supporting volunteers and we have members of the team whose role it is to recruit, manage and support volunteers. The induction and training of our volunteers is a priority and we make this as efficient as possible by completing group inductions and encouraging volunteers to complete the training that is available to staff.

The responsibility for our volunteers is shared by many different staff members within Advonet including; our comms team, HR and finance support staff and the volunteer managers.

Via the Volunteer Managers Network we share good practice and ideas to strengthen one another's approaches. When we have a volunteer applicant that is better suited to another charity, we are careful to signpost them or contact the organisation directly to pass the volunteer over. This ensures that potential volunteers are not disheartened and find the role that's right for them. We also love it when other charities pass people over to us!

## Our top three tips for resourcing and resource sharing are:

1. Communication - communicate effectively within your organisation to make sure you make best use of your existing resources.
2. Have a sound awareness and knowledge of everyone's projects so that we are able to signpost volunteers to the opportunity that is most appropriate for them. It also enables volunteers to volunteer for more than one project if they want to.
3. Allocate a budget to ensure that staff have the appropriate training to recruit, train and support volunteers. It is important that volunteering within our organisation is not a "tokenistic" gesture and that staff have the knowledge and expertise to do their jobs properly - being aware of where issues may arise, for example, around expenses, or the legal status of volunteers. It is also important that the organisation is seen to have a volunteer "face" and that we have allocated resources to promote our volunteering opportunities effectively.



# Next steps

The launch of this strategy will see key stakeholders collaborating to develop an action plan that addresses each of the key themes.

The Volunteer Managers' Network will be regularly updated on progress against the milestones and will monitor its success. Links with key anchor organisations will enable the strategy to be incorporated across sectors and will support its progression and achievements.

Following a three year period the network will review and refresh the strategy to ensure that it is reflective of changing environments and new data and insights.

If you would like to participate in the task and finish groups that drive this strategy forward, please email [volunteering@val.org.uk](mailto:volunteering@val.org.uk) with the following details:

**Name:**

**Organisation:**

**Contact details:**

**Preferred task and finish group:**



One: Volunteers are at the centre of volunteering in Leeds, they shape and influence volunteering and are valued and recognised



Two: The Leeds volunteering offer is inclusive and creates equity. Our volunteer base is diverse and represents the communities we work with



Three: There are a greater number of volunteers who lead on innovative social action for the benefit of communities in partnership with organisation



Four: Volunteering is well resourced and resources are shared, resulting in strong and effective volunteer management



# Further Reading

- Third Sector Leeds Strategy

*To be published on 30 October 2023*

Identifying key areas of work to ensure that the third sector remains resilient and continues to thrive in Leeds.

- Best City Ambition

[Best City Ambition \(leeds.gov.uk\)](https://leeds.gov.uk/best-city-ambition)

There are 3 pillars (most important strategies) that underpin this – inclusive growth, health and wellbeing strategy and zero carbon. Volunteering should contribute to all three.

- Adult Social Care - Better lives Strategy

“Keeping Family Friends and connections to my community”

[Better Lives Strategy 2022 to 2027 \(leeds.gov.uk\)](https://leeds.gov.uk/better-lives-strategy-2022-to-2027)

- West Yorkshire Health and Care Partnership – Our Key Principles for Involving Volunteers

The health and care partnership recognises the difference that volunteers make in supporting people’s health and wellbeing. To underpin this the partnership developed a set of key principles that underpin volunteering. Leeds has signed up to these principles and has included reference to these within this document.

[Volunteer Principles - final 2.pdf \(wypartnership.co.uk\)](https://wypartnership.co.uk/volunteer-principles-final-2.pdf)

- Leeds Health and Care Academy - One Workforce Strategy

The Health and Care Academy highlights the need to ‘engage with, recruit and develop diverse workforce from local communities’ under its narrowing inequalities priority. Creating progression routes for volunteers, particularly those from diverse communities has been outlined as a key action within this Volunteering Strategy.

[Leeds Health and Care One Workforce Strategy: 2024 - Leeds Health and Care Academy](https://leedshealthandcare.academy/one-workforce-strategy-2024)

## Further reading

### **Leeds Community Healthcare – Third Sector Strategy**

The third sector strategy recognises the strengths and assets relating to volunteering and health and social care specifically when achieving the left shift ambition.

[LCH - Third Sector Strategy \(leedscommunityhealthcare.nhs.uk\)](https://leedscommunityhealthcare.nhs.uk)

### **NHS England Volunteering Taskforce Report and Recommendations**

The Volunteering Taskforce report takes learning from Covid 19 and pulls together a vision with recommendations for volunteering within the NHS

[NHS England » NHS Volunteering Taskforce – report and recommendations](#)

### **Age Friendly Leeds**

Older people form a significant number of volunteers in Leeds and volunteering sits well within the ‘Active, Included and Respected’ theme of the strategy.

[Age Friendly Leeds](#)

### **State of the Third Sector Leeds**

*To be published 13 October 2023*

Research into the size, scope, activities and diversity of the third sector in Leeds.

### **Pro Bono Economics - Shifting out of Reverse**

This report recognises the impact that the cost of living crisis has had on volunteer recruitment and retention. It states that “in the face of rising demand across the sector, four in ten (40%) charities say that a lack of volunteers over the past year has stopped them meeting their main objectives.”

[Shifting out of reverse | Pro Bono Economics](#)

# National strategies and research



## **Vision for Volunteering**

[The Vision – Vision for Volunteering.](#)

Leeds Volunteer Managers' Network is committed to achieving the shared Vision for Volunteering. There are clear parallels and overlaps with the vision, particularly across the following themes that have been prioritised by volunteers and volunteer managers in Leeds:

- Awareness and Appreciation
- Power
- Equity and inclusion
- Collaboration

## **Community Life Survey**

This survey was created by the government department for Culture, Media and Sport. The document outlines the formal and informal contributions of volunteers as well as motivations and barriers to volunteering.

[Community Life Survey 2021/22 - GOV.UK \(www.gov.uk\).](#)

## **NCVO Time Well Spent Report**

This report contains a wide range of information including details of volunteer participation, satisfaction and diversity.

[Key findings from Time Well Spent 2023 | NCVO](#)

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- People that volunteer in Leeds
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- Colleagues within Leeds City Council
- Leeds Community Anchor Network
- Carers Leeds
- University of Leeds
- Community Champions Steering Group
- Third Sector Partnership
- Forum Central
- Harnessing the Power of Communities Network
- Health and Care Leaders Network
- One Workforce
- Age Friendly Leeds
- Leeds Beckett University
- Leeds Migration Partnership
- Case Study Contributors
  - Advonet
  - Rainbow Junktion
  - Together4Peace

