



Global Challenge (GC) Volunteer Policy

This policy sets out the broad principles for voluntary involvement in Global Challenge (GC). It is of relevance to all within the charity and those elected or appointed to positions of responsibility.

This policy will be reviewed annually, to ensure that it remains appropriate to the needs of GC and its volunteers.

Definition

Volunteers are people who are unpaid and of their own free will, contribute their time, energy and skills to the benefit of Global Challenge.

Volunteer Recruitment

GC is committed to equal opportunities and believes that volunteering should be open to all regardless of race, gender, religion, sexual orientation and political beliefs that does not create a risk to vulnerable groups including children.

If the volunteer will be carrying out activities with vulnerable groups (children and/or adults) they will be expected to adhere to the GC Safeguarding Policy which is available here [GC Safeguarding Policy September 2023.docx](#) and on the GC website. Hard copies can also be made available.

All volunteers will be expected to adhere to the GC Code of Conduct [Code of conduct for Visitors Feb 2023.docx](#) for visits to Uganda.

Volunteers will be properly briefed about the activities to be undertaken and given all the necessary information to enable them to perform with confidence.

Expenses

Volunteers will not be reimbursed for personal expenses (in relation to GC activities).

Confidentiality

GC Trustees will advise volunteers on its Data Protection [GC Data Protection Policy October 2023.docx](#) and Privacy Policies [GC Privacy Policy October 2023.docx](#) where relevant.

Complaints

GC aims to treat all volunteers fairly, objectively and consistently. The Trustees seek to ensure that volunteers' views are heard, noted and acted upon promptly and aim for a positive and amicable solution based on the organisation's guidelines for settling differences. If an informal resolution proves impossible, GC's Complaints procedures will be adhered to.

Rights and Responsibilities

GC recognises the rights of volunteers to:

- know what is (and what is not) expected of them
- have adequate support in their volunteering
- volunteer in a safe environment

- be free from discrimination

GC expects volunteers to:

- be reliable
- be honest
- respect confidentiality
- carry out tasks in a way that reflects the aims and values of the charity
- carry out tasks within agreed guidelines
- respect the work of the charity and not bring it into disrepute
- comply with the charity's policies and statements

Policy Agreed & Adopted: October 2023

By GC Trustees

Date: 12 October 2023 (Point 5.2 in the minutes)

To be reviewed annually thereafter.