

Safeguarding Young Volunteers and enabling them to flourish

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Welcome

Please note this session is being recorded.



We want people to participate but please use the 'raise hand' facility to ask questions and contribute when others are talking.

Please be considerate to others - together we want to create a safe, open and reflective space to learn.

You can turn on live captions on by clicking on the 3 dots at the top of your screen if you need this.

The link to the feedback form will be put in the chat.

Please do take the time to complete it after the session.



Thank you.

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Learning Outcomes

- To identify what constitutes safer working practices for under 18's.
- To discuss different measures that can be implemented to support young volunteers.
- To consider what legislation and guidance applies to young volunteers.
- To share examples of what it is like to have a young volunteer, considering both the opportunities and challenges that arise.



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Safer Working Practices for volunteers under 18

You need additional measures to keep young people safe.

Your safeguarding policy should set out what safer working practices you have adopted to support and protect to young volunteers.



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Examples of Safer Working Practices

- Pre-selection considerations (reasonable adjustments/adaptions)
- An informal interview
- Risk assessment
- Code of Conduct
- A signed agreement with role/expectations
- A safeguarding statement-key information for their role
- YP will not be left alone to supervise others or included in ratios
- YP will never be left alone with members of the public or staff members/volunteers who are not DBS checked
- Providing appropriate equipment for their size and strength
- A clear procedure on how to support a YP who has received a disclosure



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Measures to implement to support young volunteers

1. Induction and Training
2. Supervision and Support
3. A defined role
4. Risk assessment
5. Parental Permission



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1. Induction / Training

- Cover: safeguarding, responsibilities, health and safety.
- Share relevant policy summaries.
- They need to know what to do/who to go to if they have concerns about their own or someone else's wellbeing.
- Discuss their role to make sure they understand it.
- Devise safeguarding training for their age/understanding.
- Ensure relevant paperwork is completed.



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2. Supervision and Support

- A named person allocated to oversee their work and wellbeing (good practice to have 2 named adults).
- The supervision level is dependent on a YP's maturity rather than age.
- Supervision needs to be regular and be consistent, by some with a clear DBS.
- It should be documented, and concerns acted upon.
- Each YP will be different, so will the level of support they need.
- Consider buddying new volunteers up with experienced volunteers.
- Support does not need to be formal; it can be a friendly chat.
- Having an open door policy can be a great support for young volunteers.
- Signposting them to other sources of support.
- Let young people contribute their own ideas.



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3. A defined role

When creating the role, make sure it is safe and suitable.

Points to consider:

- What age is the role suitable for?
- Is the opportunity going to be interesting and engaging?
- Can you adapt existing roles to make them suitable?
- Is it beyond their physical or psychological capacity?

Create a role description:

- Set out the tasks they will do
- Set out the location and time commitment
- What skills/qualities they need?
- Who they will be working with?
- What supervision/support/training is provided?
- Who is the named contact they will report to?
- Safeguarding summary statement



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4. Risk Assessment

- Separate risk assessment
- Should be available for YP and parents to view

Areas to consider:

- layout of workplace and area where they will volunteer
- what types of work equipment will be used and how
- their psychological or physical immaturity, inexperience, and lack of awareness of existing or potential risks
- what control measures can eliminate or minimise risks
- what age is the role suitable for/level of supervision required

If a significant risk remains despite your best efforts to control it, do not allow the YP to volunteer.



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5. Parental Permission

- Under 16s-get signed parental consent confirming they consent to their child becoming a volunteer.
- Share your safeguarding policy and who to contact.
- Over 16's-consider the YP's individual circumstances to determine if it is appropriate to obtain parental consent.
- If you do not seek parental consent, still inform the parents that they are volunteering with you.
- In most cases parents have a legal responsibility for their child up to 18.



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Safeguarding Law and Guidance



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Child Employment Law guidance to consider:

- Children must be aged 13 or over
- Must not be employed before 7am or after 7pm
- Must not be employed for more than 2 hours on any school day or Sunday
- Can only work 1 hour before the start of school
- May only work a maximum of 12 hours per week in term time
- Must have a break of at least 1 hour after four hours work
- Must have at least 2 weeks free from employment during school holidays
- Children can only start full-time work once they've reached the minimum school leaving age-they can then work up to a maximum of 40 hours a week.



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DBS Checks

- Those working with 16–17-year-old volunteers need a DBS.
- Anyone over 16 can get a DBS check.
- The level of check you can request will depend on what activities the 16-17 volunteers are expected to undertake with the children.
- Contact DBSregionaloutreach@dbs.gov.uk for guidance
- Under 16s cannot have a DBS so may need additional supervision and support.



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Duty of Care / Health and Safety

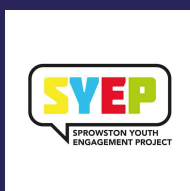
- Organisations have a duty of care towards all volunteers and can be liable if they are injured.
- Under 18 volunteers must be covered by employer's liability insurance. Check for requirements/stipulations.
- If using volunteers, there should be a H and S policy.
- H and S responsibilities and requirements must be observed and made known to all volunteers.
- Employers have a responsibility to ensure volunteers are not exposed to risk due to lack of experience or maturity, or being unaware of existing or potential risks.
- Reasonable steps should be taken to reduce the likelihood and potential seriousness of injury .

*More guidance can be found here:
Management of Health and Safety at Work Regulations 1999
Health and Safety at Work Act 1974*



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Young Volunteers Case Study



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Why Young Volunteers are Essential to SYEP

- **Fresh Perspectives & New Ideas**
 - Young volunteers bring creative solutions that help organisations stay relevant.
- **Skills Development**
 - Volunteering allows young people to develop leadership, communication, and teamwork skills that are essential for both personal and professional growth.
- **Bridging the Gap Between Services and Youth Needs**
 - Young volunteers offer direct insights into what youth need, ensuring that services are better aligned and more effective in meeting their needs.
- **Opportunities for Growth and Development**
 - Your organisation offers clear pathways for young people to grow, learn, and take on more responsibility.



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Routes of Progression for Young People at SYEP

These roles allow young volunteers to represent the organisation in their local communities, building leadership and public speaking skills.

- **Community Ambassadors**
 - Ambassadors engage in advocacy, raise awareness about issues important to youth, and help connect the organization to wider networks.
- **Young Trainee Youth Workers (YTYs)**
 - YTYs gain hands-on experience working alongside experienced youth workers.
 - They are involved in supporting youth activities, planning events, and learning the core principles of youth work.
 - Gain relevant training and a NYA Level 2 Youth Work Award.
- **Trainee Youth Workers**
 - This role is a more advanced position where young people take on greater responsibility within running programs and mentoring younger volunteers.
 - Trainees receive formal training, professional development, and mentoring to prepare them for full-time roles in youth work.



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Youth Voice within Service Development

- **Young People as Stakeholders, Not Just Beneficiaries**
 - Involving young people in decision-making processes ensures that services and programs are designed to be relevant and meaningful to their peers.
- **Co-Designing Programs**
 - Young volunteers can participate in co-designing programs, which leads to innovative and impactful services that resonate with the community.
- **Youth Voice**

Having a youth voice ensures that all young people are heard within our organisation.



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Organisational Growth through Youth Involvement

- **Creating a Youth-Led Culture**
 - Youth involvement fosters an inclusive, energetic, and forward-thinking organizational culture.
- **Youth Volunteers as Future Leaders**
 - Volunteering provides young people with the experience and confidence to take on leadership roles within the organization, driving long-term success.



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Questions?

Find out more

<https://norfolklscp.org.uk/safer>

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Sprowston Youth Engagement Project -
Home - Sprowston Youth Engagement
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Please let us know what you think



<https://forms.office.com/e/PqVNki3HUA>



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