

DISABILITY & VOLUNTEERING

C H E C K L I S T

A good practice checklist for organisations involving volunteers with disabilities

- Actively encourage people with disabilities to volunteer through targeted promotion, and the use of appealing recruitment campaigns. Let people know they are welcome!
- Overcome physical barriers to involving volunteers, e.g. buildings, transport, information, equipment, to be more accessible to every form of disability.
- Be creative, and develop volunteering opportunities which can be carried out by people with disabilities.
- Adapt existing volunteer opportunities to meet the individual needs of volunteers. Making small changes can increase inclusivity substantially without costing money.
- Train staff and volunteers in equal opportunities and disability awareness, so that myths and stereotyping do not lead to negative attitudes or assumptions about what people can and cannot do.
- Ask staff to remember that the volunteer is a person first – the disability is second.
- Follow good practice in the management of volunteers in all instances. In particular be aware of making support available on an ongoing basis, paying out-of-pocket expenses, and giving clear information regarding welfare benefits, so that fear of losing benefits does not become an unnecessary barrier. See the 'Volunteering and the Law' checklist for specific guidance.
- Engage volunteers in discussions on how their experience / work could be improved or made easier.
- Have a fully operational equal opportunities and / or diversity policy which encourage people with disabilities to volunteer and to be involved effectively.
- Highlight the social and business rewards of having a volunteer base with a diverse range of skills, experience and attitudes i.e. it can improve how an organisation works and creates more satisfied volunteers.

Other publication which you may find useful [Tapping into Untapped Resources: Involving People with Disabilities as Volunteers](#)

Thanks to Disability Action for helping us to compile this checklist.

Disclaimer

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