

Barriers to volunteering

Barrier	Solutions
Lack of knowledge about the organisation	Lack of positive publicity Make information available in a variety of formats Arrange open days/visits
Lack of experience of volunteering	Offer taster days or 'Turn up and Try' opportunities Offer a 'settling in' period Provide training
Previous negative experience(s) of volunteering	Emphasise benefits of volunteering Explain how volunteer involvement is organised and managed in your organisation Promote turn up and try opportunities or tasters Provide good support and ask the volunteer for regular feedback on how things are going.
Fear of over commitment	Indicate length of commitment required in recruitment materials Offer short-term and/or 'taster' assignments Offer a 'settling in' period
Carers for dependents	Provision of crèche facilities Advice/information Offer to reimburse such expenses
Don't know anyone that volunteers/don't think they have the skills to offer	Specifically target marketing messages to under-represented groups. Set out the skills, experience, aptitudes that you are looking for. Use case studies to promote the diversity of people that can volunteer.
Difficulties with timing or transport	Organise transport options, e.g. car pools Build in greater flexibility to roles Provide information on local bus/train services
Can't afford to volunteer	Reimburse out-of-pocket expenses

Problems with physical or cultural access	<p>Improve physical access to premises</p> <p>Offer voluntary work at other locations</p> <p>Target excluded groups in recruitment campaigns</p> <p>Promote a culture of inclusion, diversity and equity</p>
Fear of discrimination	<p>Implement equal opportunities and harassment policies</p> <p>Use targeted marketing at under-represented groups</p>
Not wanting to work on own	<p>Create opportunities for volunteers to work in pairs or groups</p>
Too much bureaucracy	<p>Create accessible processes that are proportionate to the role</p> <p>Provide information on reasons for the procedures</p> <p>Show benefits of having good systems that make volunteering more effective</p>