

Volunteer Charter

One page summary

VOLUNTEERS FOR HEALTH NORTHANTS
FEBRUARY 2026



Purpose:

- ✓ The Volunteer Charter provides a strategic framework to unify volunteer engagement across the VfH partnership, ensuring consistency, wellbeing, and progression opportunities. It supports ICS ambitions, strengthens governance, and demonstrates quality to stakeholders.

Vision:

- ✓ Creating an inclusive, volunteering system for all health volunteers in Northamptonshire.

1 Core Values:

- Inclusivity: Welcoming all backgrounds and abilities.
- Respect: Valuing time, contribution, and lived experience.
- Empowerment: Enabling volunteers to grow.
- Transparency: Clear roles, feedback, and progression.
- Accessibility: Support offline recruitment options.

2 Volunteer Commitments:

- Act with integrity and compassion.
- Respect diversity, confidentiality, and choices.
- Avoid conflicts of interest.
- Engage in training and feedback.
- Represent the programme positively.

3 Volunteer Rights:

- Fair and respectful treatment.
- Equal access to roles and opportunities.
- Data protection compliance.
- Constructive feedback and voice in decisions.
- Reimbursement of expenses.
- Support, development, and safe withdrawal.

4 Organisational Commitments:

- Clear role descriptions and expectations.
- Induction, training, and supervision.
- Safe, inclusive environments.
- Recognition and celebration of contributions.
- Enable progression via Volunteer to Career and Passporting.
- Support non-digital recruitment.

5 Progression & Portability:

- Flexible engagement across organisations.
- Career pathways through mentoring, training, and job shadowing.

6 Safeguarding & Wellbeing:

- Compliance with safeguarding, GDPR, and H&S policies.
- Mental health and wellbeing support.
- Safe channels for raising concerns.

7 Monitoring & Evaluation:

- Regular review of volunteer experience.
- Feedback-driven programme development.
- Ethical data use under GDPR.

8 Implementation:

- Co-endorsed by VfH Steering Group and partners.
- Launch January 2026 with VfH Strategy Document.
- Embedded in induction packs and toolkits.
- Annual review and updates based on feedback.



Quick Reference Table

Section	Key Points
Purpose	Unify practice, support wellbeing, embed progression, strengthen governance.
Vision	Inclusive, impactful volunteering ecosystem.
Core Values	Inclusivity, Respect, Empowerment, Transparency, Accessibility.
Volunteer Commitments	Integrity, respect, avoid conflicts, training, positive representation.
Volunteer Rights	Fair treatment, equal access, feedback, expenses, support, safe withdrawal.
Organisational Commitments	Clear roles, training, safe spaces, recognition, progression, accessibility.
Progression	Portability and Volunteer to Career pathways.
Safe Guarding	GDPR, H&S compliance, mental health support, safe reporting.
Monitoring	Regular reviews, feedback-driven updates, ethical data use.
Implementation	Launch Jan 2026, embed in toolkits and Strategy, annual review.