

Inspire Neurodiversity and Wellbeing CIC
Volunteer Policy
Version 1.1 | Approved by Board of Directors
Effective Date: 17th December 2025



Volunteer Policy

Policy Title: Volunteer Policy

Organisation: Inspire Neurodiversity and Wellbeing CIC

Version: 1.1

Approved By: Board of Directors

Approval Date: 17th December 2025

Effective Date: 17th December 2025

Next Review Date: December 2026

Policy Statement:

Inspire Neurodiversity and Wellbeing CIC is unequivocally committed to fostering a safe, healthy and supportive environment for all its volunteers. We recognize that volunteers are the heartbeat of our mission and we are dedicated to ensuring they are professionally supported, financially protected and psychologically safe while serving our community.

Purpose:

To provide a systematic framework for the recruitment, induction, and high-level care of volunteers. This policy ensures that all volunteer engagement is inclusive, barrier-free, and aligned with our "Compliance-First" mandate.

Principles:

- **Financial Inclusion:** Ensuring no volunteer is ever "out of pocket" while supporting our mission.
- **Safer Recruitment:** Protecting the community through rigorous Enhanced DBS vetting.
- **Neuro-Affirming Support:** Providing sensory-safe environments and mentorship tailored to the needs of our team.
- **Professional Growth:** Offering specialized training in the 5-Tier Observation Model and advocacy.

Implementation:

- **Induction:** All volunteers must complete a mandatory induction covering Safeguarding, GDPR, and our Specialist Wellbeing Pathway.
- **Volunteer Expenses & Care:** Subject to the availability of **external grant funding**, the CIC is committed to providing:
 - **Travel Reimbursement:** Coverage of bus/train fares or mileage for community outreach.
 - **Subsistence (Food & Drink):** A meal allowance for volunteers contributing 4+ hours of service in a single day.
 - **Advocacy Costs:** Reimbursement for pre-approved communication or material costs required for service-user support.
 - **Mentorship:** Regular 1-to-1 wellbeing check-ins with the Operations Director to prevent burnout.
- **Trial Period:** A 3-month mentorship trial to ensure the role meets the volunteer's personal and professional goals.

Review:

This policy and its effectiveness will be reviewed annually or following significant project milestones to ensure we continue to provide the highest standard of care for our volunteers.

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