



**Community**  
Action in  
Gloucestershire

# Recruitment Plans

1. Why do you have volunteers?
2. What are the skills you need in the organisation?
3. What can you offer them?
4. What systems do you need in place in order to recruit?
5. What resources do you have and who is responsible?

# Marketing and promotion

The most effective way of recruiting volunteers is through existing staff, supporters, volunteers, trustees and clients.

Therefore ensure that everyone knows the recruitment process e.g. which roles are available, how to get an application pack etc.

However relying on word of mouth means you are likely to attract 'more of the same' and you may end up without a diverse volunteer team.

# The message

- **The hook** – ‘what will I get out of it’ or ‘somebody should do something about that’
- **The role** – can they picture themselves in the role?
- **Dispel fears** – think about what might stop potential volunteers from volunteering
- **The benefits** – explain how potential volunteers will benefit



**GO  
VOLUNTEER  
GLOS**

**The digital home of  
volunteering in Gloucestershire**

Are you looking for volunteers? Or looking to volunteer  
yourself? Sign up today.

[GoVolunteerGlos.org](https://GoVolunteerGlos.org) [#GoVolunteerGlos](https://twitter.com/GoVolunteerGlos)



**GO  
VOLUNTEER  
GLOS**

# Welcome to Go Volunteer Glos

The digital home of volunteering in Gloucestershire



## Welcome to Go Volunteer Glos



### For volunteers

Search hundreds of volunteering opportunities and find out more about why you should volunteer

[Find out more](#)



### For organisations

Find out more about how to register with Go Volunteer Glos to begin listing your opportunities, and access resources to support your volunteers.

[Find out more](#)



### Corporate volunteering

Find out more about how we can help you to find the perfect opportunity for your team volunteering day

[Find out more](#)



### Gloucestershire Volunteer Awards

I want to find out more about the annual Gloucestershire Volunteer Awards

[Find out more](#)

# Latest Volunteering Opportunities



ONE-OFF · 15 MAY, 09:30  
- 12:30  
Gloucester

## Trimming - Friday 15 May - Green Lane Reserve

Join us trimming at Green Lane Nature Reserve.

Posted by Friends of Hucclecote Meadows SSSI



ONE-OFF · 22 MAY, 09:30  
- 12:30  
Gloucester

## Trimming - Friday 22 May - Hucclecote Meadows SSSI

Join us trimming edges, mending fences and removing rose from the grassland at Hucclecote Meadows.



ONE-OFF · 8 MAY, 09:30  
- 12:30

## Fencing - Friday 29 May - 9:30 am - 12:30 pm

Meet in car park  
what3words //bonus dot  
corner dot codes to collect  
tools. Please bring a drink.

Posted by Volunteering at Alney Island



# Getting prepared for your Go Volunteer Glos advert



 ORGANISATION ROLE - FLEXIBLE HOURS

## Allsorts Marketing Volunteer

Support the Fundraising and Communications team with the delivery of their communications


Posted by Allsorts

## Importance of images



PROJECT ROLE (TEMPORARY) · 1-2

 HRS/WEEK · STARTING FROM 22 JAN 2024 FOR AROUND 6 MONTHS

 Flexible location

## Neurodivergent Peer Mentors

We are seeking neurodivergent adults for a new project providing peer mentoring support to other newly identified neurodivergent adults across Gloucestershire

Posted by Inclusion Gloucestershire



 ORGANISATION ROLE - FLEXIBLE HOURS

## Canoe Safari

We're WWT, the charity for wetlands and wildlife. We're on a mission to restore wetlands because they are a wondrous solution to our world's problems.


Posted by WWT

Role title

Description



 EVENT - 23 MAR, 16:00 - 22:00

 Gloucester

## Volunteer steward required at Hope Spring Gatherings Event Sat 23rd March 2024

Hope Springs Gathering

Before the clocks change gather by the fire for a night of comedy, storytelling, fire performers, African drumming and dance on Saturday

Posted by Gloucester Park Forum



 ORGANISATION ROLE - 4-40  
HRS/MONTH  
 Gloucester

## Volunteer Bridge Keeper

Join our community of Volunteer Bridge-Keepers to help operate our historical swing bridges along the Gloucester and Sharpness Canal.

Posted by Canal & River Trust

Image



 ORGANISATION ROLE - 2-4  
HRS/MONTH  
 Gloucestershire

## Gig Buddies Volunteer

Gig Buddies Gloucestershire provides adults with learning disabilities the opportunity to see live music in their area, through the recruitment of volunteers.

Posted by Gig Buddies

Role title

Description

# Trying new approaches

One off volunteering

Micro volunteering

Incentivised volunteering

Re-brand volunteering

Inclusive volunteering

# Recruitment methods

**Warm body** – spreading your message as widely as possible, to any 'warm body'

**Targeted recruitment** – similar in approach to how you might recruit paid staff

**Concentric circles** – the ripple effect of those already connected with your organisation

# Use national campaigns

**A million  
acts of  
hope**

**13 – 20 May** hundreds of charities, communities and faith groups will be coming together to celebrate the everyday acts of kindness, care and connection that take place every day.

**1<sup>st</sup> – 7<sup>th</sup> June** a UK wide campaign to celebrate and recognise the contribution of volunteers

**VOLUNTEERS'  
WEEK**

# Top Tips

1. Plan ahead: responsibility, resources, need
2. Good images/photos
3. Clear role descriptions
4. Plan for diversity
5. Remove the barriers
6. Agree an advertising and promotion campaign
7. Check your application process is clear and is accessible
8. Share the load
9. Plan for induction
10. Ongoing support for volunteer



Photo by David Trinks on Unsplash

# Support

## **GRCC**

Community Development Team – [cdt@grcc.org.uk](mailto:cdt@grcc.org.uk)

GRCC Volunteer Managers' Network – meets quarterly. Get in touch to join the network.

## **Go Volunteer Glos**

<https://www.govolunteerglos.org/>

Email: [support@govolunteerglos.org](mailto:support@govolunteerglos.org)