

Transition from Young Participant to Volunteer

Many participants take part in our projects over a number of years and become gradually more experienced and skilled in the work being done.

There will come a point when a young person moves from participant to volunteer, usually as they become a young adult. This transition comes at a different point for different people and the transition may be either swift or a longer process.

This document sets out the differences in roles and responsibilities and the steps to take so that a route can be mapped out for each young person which suits their needs.

What is the difference between being a participant and a volunteer?

A participant is generally age 8+ (depending on the project) and comes to learn new skills, meet people and take part in creating material – music, song, writing, art, craft, films etc.

Responsibilities:

Sticking to the ground rules, which usually include:

- Respecting others (listening to staff, being friendly, encouraging other to take part)
- Respecting equipment and venues
- Taking part in the project positively and challenging themselves to try new things.

Benefits:

Participants get an equal opportunity to:

- try different activities
- learn new skills
- have their ideas heard
- jointly own the work produced at the end.

A volunteer would normally be age 16+ (or carrying out Duke of Edinburgh Award, work experience or similar programme) and they come to the project to help support the team or participants with their existing skills. They also learn new skills in helping others, organising projects and any new art forms being used.

Responsibilities:

- Volunteers must be good role models and show how to stick to the ground rules.
- They will be given a specific responsibility each session; e.g. working one-to-one to help use equipment or teach a skill they have.
- They will learn about our policies so they can follow our Code of Conduct for workers and procedures on Safeguarding, Anti-Bullying, use of images and Online Safety.

- When they reach 18 (or before if appropriate) they will need a DBS certificate (Data & Barring Service) to show any criminal convictions and receive Safeguarding Training.
- Volunteers must prioritise the creative ideas of participants over their own and work with the artist team to develop and facilitate the best work from the group as a whole.

Benefits:

Volunteers learn to understand more about their role in a group and how different people affect groups in a different ways. They get a great sense of satisfaction from seeing participants they have helped progress and do well. They also get valuable work experience their CV and access to a reference from HPCA. They can also work towards their Gold Arts Award.

Interesting in volunteering? How do we know if you are ready to make the transition?

- 1) What are your strengths and greatest skills?
- 2) Would you like to help show others these skills?
- 3) Do you find it easy to stick to the ground rules?
- 4) Which ground rules are the hardest to stick to?
- 5) Why do people break ground rules?
- 6) How easy is it to listen to other people's ideas?
- 7) Can you give up your own ideas and work on other peoples'?
- 8) Are you happy to learn about policies and have Safeguarding training?