



Volunteer Policy

The Royal North of Ireland Yacht Club

Dated September 2016

Volunteering Policy:

RNIYC acknowledges the contribution and impact volunteers have on society through their involvement in organisations. RNIYC also recognises the historic and on-going role that volunteers play in the development of the Sailing Club and in the maintenance of existing facilities. We also acknowledge that our club would not exist without the dedication and commitment of volunteers.

RNIYC demonstrates its commitment to volunteering by embracing the RYA guidelines on Volunteering.

RNIYC is committed to involving volunteers in all aspects of its activity. We have developed a volunteering policy and programme to provide a framework for the involvement of volunteers in our work and in meeting our aims highlighted in our Development Plan.

Policy Statement:

RNIYC values the contribution that volunteers can make to our Club. They help reflect the diverse interests, needs and resources to enable the club to develop in a sustainable way. We recognise volunteers as invaluable, contributing alongside the Commodore, Flag Officer and Committee as well as our employees to enable us to deliver the range of activities we are able to support.

RNIYC recognises that volunteering is a two-way process that provides us with the benefits of the skills, experience and enthusiasm that volunteers bring and provides volunteers with opportunities to further enhance or develop skills, gain experience of new working environments and gain personal benefits and satisfaction from the volunteering experience. We are committed to managing and supporting volunteers in a way that ensures that the needs of both parties are met, as far as our capacity reasonably allows.

RNIYC strives to create a diverse and inclusive organisation; we are therefore committed to ensuring equality of access to high quality volunteer opportunities and equality of treatment for our volunteers in all our policies and practices.

Principles Statement:

RNIYC recognises four principles fundamental to volunteering. *These are Choice, Diversity, Mutual Benefit and Recognition*) These inform every aspect of RNIYC volunteer policy and programme.

Choice – volunteering must be a choice freely made by each individual. Freedom to volunteer implies freedom not to become involved. Members of RNIYC accept that for the club to operate effectively and survive economically each member should be positively encouraged to support the club on a regular basis in an active capacity.

Diversity – volunteering should be open to all, no matter what their background, race, colour, nationality, religion, ethnic or national origins, age, gender, marital/partnership status, sexual orientation or disability.

Mutual Benefit – volunteers offer their contribution and skills unwaged but should

benefit in other ways in return for their contribution. Giving time voluntarily must be recognised as establishing a reciprocal relationship in which the volunteer also benefits and feels that his or her contribution is personally fulfilling. Members benefit from volunteering by securing the sustainability of the club for current and future generations and in some circumstances gain additional skills and qualifications which can be useful outside the club environment.

Recognition – explicit recognition that valuing the contribution of volunteers is fundamental to a fair relationship between volunteers and RNIYC. This includes recognising the contribution to the organisation, the community and the sport of sailing.

Responsibilities:

RNIYC recognises that the success of its volunteer policy and programme is dependent on the active support of all parts of the organisation.

The Commodore and Committee of have overall responsibility for ensuring that the Volunteering Policy and programme meet the needs of RNIYC *and* is implemented effectively and reviewed at appropriate intervals. All volunteers are responsible for ensuring that this policy is implemented effectively within the volunteering roles they are undertaking.

If you wish to volunteer for any role speak to the Manager (email manager@rniyc.org) or any member of the Committee.