

Volunteering survey

Results report

www.portsmouth.gov.uk

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Introduction

A lack of paid employment is an unfortunate but inevitable consequence of an economic downturn, resulting in a loss of skills and confidence that can make securing a new job challenging. As maintaining a skilled and motivated workforce is an important factor in Portsmouth's recovery from the recession, it is vital ways are found to counter these effects. Research indicates that volunteering can do this by providing an opportunity for people to retain their skill base and their dignity and confidence while they look for another job.

The Volunteering and Recession sub-group of the Local Strategic Partnership was created to look at volunteering in the city, specifically with regard to its role in mitigating the effects of the recession on Portsmouth's workforce.

The benefits of volunteering are clearly manifold and the main objective of the sub-group is to maximise these benefits by:

- Fostering a volunteering culture within the city's organisations and workforce.
- Promoting the benefits of volunteering to people who may lack employment now and in the future.
- Providing support and examples of best practice to organisations.

The results of this survey will be used to inform the work that the sub-group is doing to achieve the objectives outlined above. For more information, please visit:

www.portsmouth.gov.uk/yourcouncil/18475.html

Responses and analysis

A total of 108 responses were received from private, public and voluntary and community sector organisations.

Results are displayed as percentages and non-replies to questions are not counted towards these percentages. Where appropriate results have been broken down by size of organisation and organisation type to give further insight (no results have been broken down for private sector organisations due to the low response rate from them). Statistical significance testing has been carried out using a z-test.

Further analysis of the results may be possible. For further information or for help in interpreting the results please email marketresearch@portsmouthcc.gov.uk or call 9283 4075.

Summary

- 83% of organisations use volunteers. 95% of these offered opportunities for young volunteers (aged 16 to 25). All but one said it had had a positive impact on their organisation.
- Most organisations offered support for their volunteers, including 'supported volunteering', training and travel expenses. Larger organisations were more likely to offer support than smaller ones.
- Over two thirds of organisations support their own staff to volunteer. 68% of these organisations said this had a positive impact on their organisation. A third of all the organisations asked undertake corporate volunteering and 78% have formal volunteering arrangements (such as policies) in place.
- 85% of organisations said that if they had to make staff redundant they would promote volunteering as a source of valuable experience.

Profile of respondents

Respondents were asked a number of questions to determine what groups they fit into. This allows results to be broken down by different groups to give further insight.

Organisation name:

Respondents were asked, but not obliged, to provide their organisation name. This could allow follow up research to take place. 90 organisations (83% of respondents) gave their name. The names of these organisations can be provided if necessary.

Organisation type:

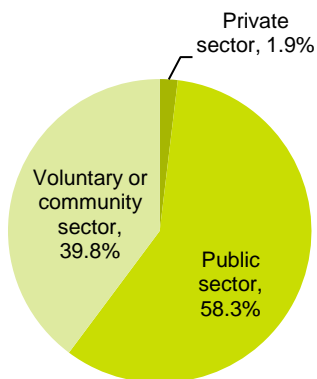


Chart 1: What type of organisation are you?

Organisation size:

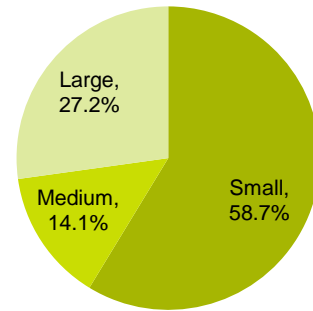


Chart 2: How many staff does your organisation employ?

Organisation sizes are based on the definitions provided by the Department for Business, Innovation and Skills:

- Small = 1 to 49 employees.
- Medium = 50 to 249 employees.
- Large = 250 employees and over.

Using volunteers

Respondents were first asked if their organisation has volunteers working for them.

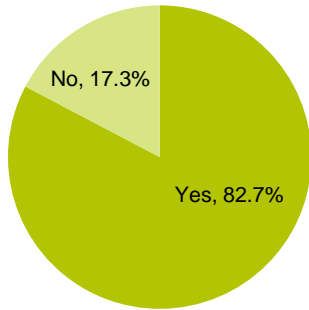


Chart 3: Do you have volunteers working for your organisation?

The majority, 83%, of organisation did have volunteers working for them.

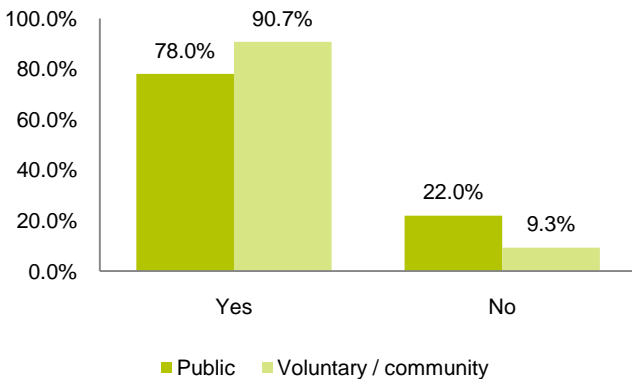


Chart 4: Do you have volunteers working for your organisation? By What type of organisation are you?

While voluntary and community sector organisations are more likely to have volunteers working for them in comparison with public sector organisations, the difference between the two is not statistically significant.

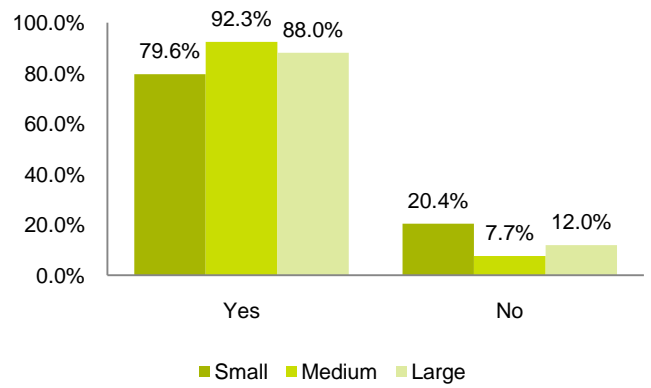


Chart 5: Do you have volunteers working for your organisation? By Organisation size.

Smaller organisations were less likely to have volunteers working for them compared with medium and large organisations. Again, the difference here was not statistically significant.

Volunteering for young people

Respondents who have volunteers working for their organisation were asked if they offered volunteering opportunities to young people (those aged 16 to 25).

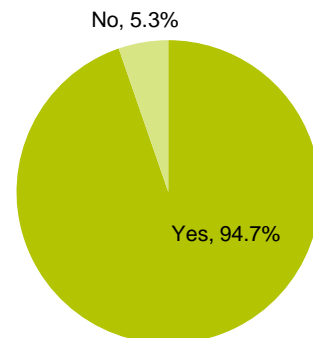


Chart 6: Do you offer volunteering opportunities to young people?

The vast majority, 95%, of those who had volunteers working for them offered volunteering opportunities to young people.

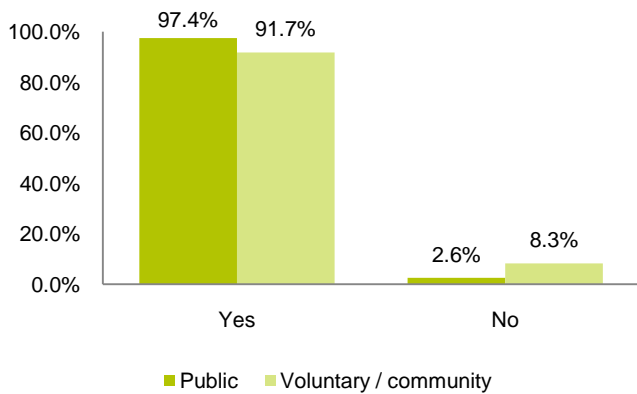


Chart 7: Do you offer volunteering opportunities to young people? By What type of organisation are you?

A high proportion of both public and voluntary and community sector organisations offered volunteering opportunities to young people. Only one public sector organisation and three voluntary and community sector organisations did not offer these opportunities.

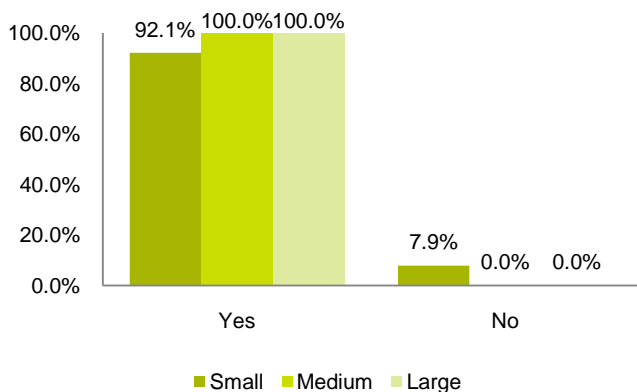


Chart 8: Do you offer volunteering opportunities to young people? By Organisation size.

Small organisations were less likely to offer young people volunteering opportunities when compared to medium and large organisations, although the vast majority of them still did.

Supported volunteering

Respondents who have volunteers working for their organisation were asked if their

organisation offers volunteering opportunities to people who need help to undertake their volunteering duties, for example those with physical or learning disabilities. This is also known as 'supported volunteering'.

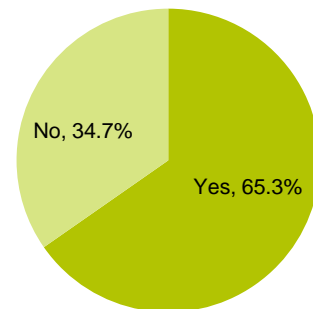


Chart 9: Do you offer volunteering opportunities to people who need help to undertake their volunteering duties, for example those with physical or learning disabilities?

Almost two thirds, 65%, offered supported volunteering opportunities.

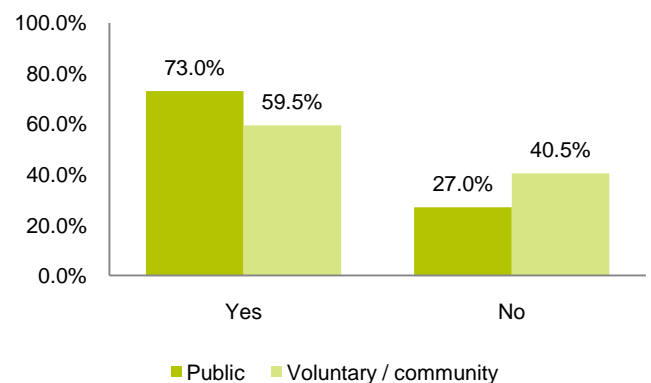


Chart 10: Do you offer volunteering opportunities to people who need help to undertake their volunteering duties, for example those with physical or learning disabilities? By What type of organisation are you?

In this instance public sector organisations were more likely to offer supported volunteering compared with voluntary and community sector organisations, although the difference was not statistically significant.

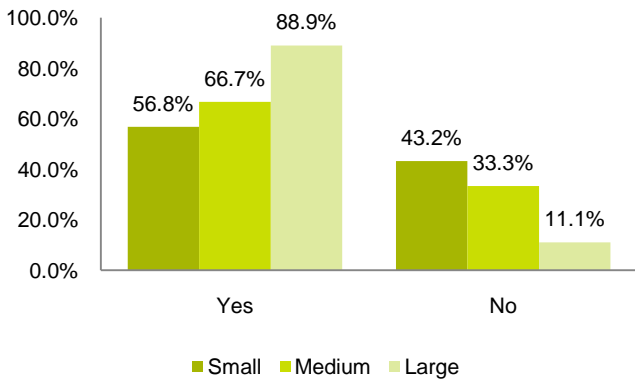


Chart 11: Do you offer volunteering opportunities to people who need help to undertake their volunteering duties, for example those with physical or learning disabilities? By Organisation size.

Generally speaking, larger organisations are more likely to offer supported volunteering opportunities, perhaps because they have more resources to put into such schemes. Indeed, the difference in response between small and large organisations is statistically significant.

Assistance offered

Respondents who have volunteers working for their organisation were asked what assistance they offer their volunteers.

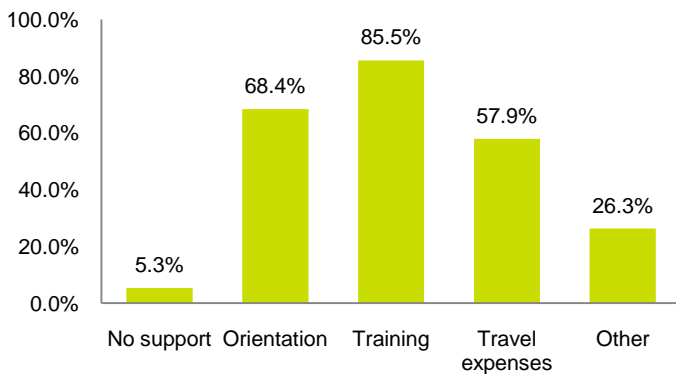


Chart 12: What assistance do you offer your volunteers?

The majority of organisations provided assistance in the form of orientation, training and travel expenses. Only four organisations said they offered no support to their volunteers. Responses for those saying “other” can be found in appendix A.

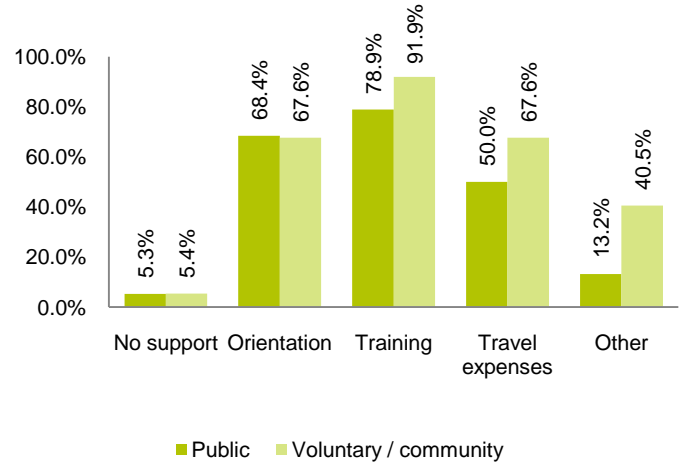


Chart 13: What assistance do you offer your volunteers? By What type of organisation are you?

Generally speaking, there were no major differences in the assistance offered to volunteers working for public sector and voluntary and community sector organisations. Although it appears voluntary and community sector organisations are more likely to offer training and travel expenses, there is no statistically significant difference compared with public sector organisations.

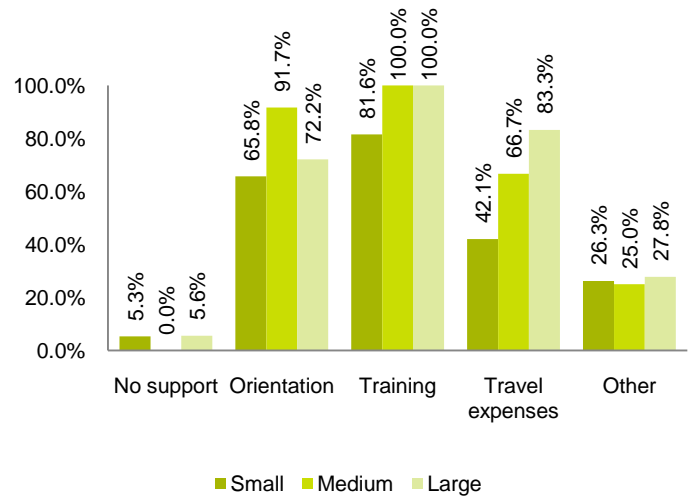


Chart 14: What assistance do you offer your volunteers? By Organisation size.

Again there were no major differences between different sized organisations in terms of assistance offered to volunteers. The exception to this is for travel expenses, where the difference between small and large organisations is statistically significant. The

results show that larger organisations are more likely to provide assistance with travel expenses. Again, this could be down to larger organisations having more resources available to provide this.

Recruiting volunteers

Respondents who have volunteers working for them were asked how they recruit their volunteers.

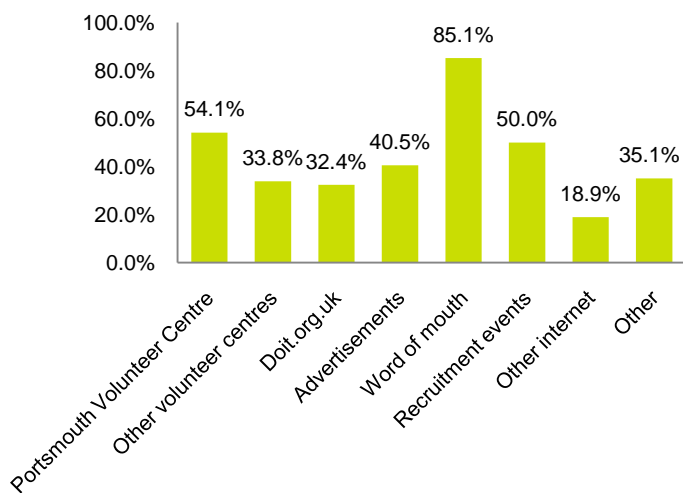


Chart 15: How do you recruit your volunteers?

The vast majority, 85%, rely on word of mouth for recruiting their volunteers. Around half also recruit using the Portsmouth Volunteer Centre and recruitment events. Around a third used other volunteer centres and the website doit.org.uk. Responses for those who said “other internet” or “other” can be found in appendix B.

Impact of using volunteers

Respondents who have volunteers working for them were asked what sort of impact using volunteers has had on their organisation.

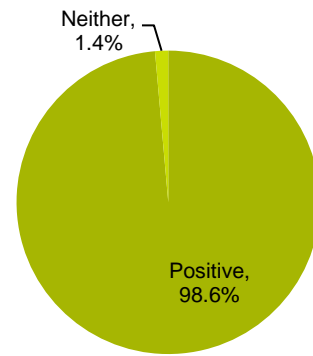


Chart 16: What sort of impact has using volunteers had on your organisation?

All but one of the respondents said using volunteers had a positive impact. Over three quarters, or 76%, said volunteering had a “very positive” impact on their organisation. None of the respondents said the impact had been negative.

Supporting staff to volunteer

All respondents were then asked if they supported their own staff to volunteer.

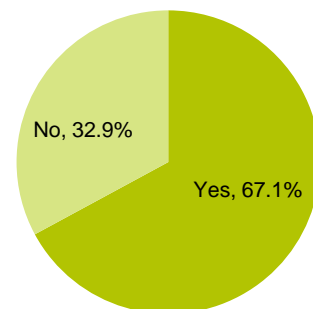


Chart 17: Do you support your own staff to volunteer?

Just over two thirds, or 67%, said they did support their own staff to volunteer.

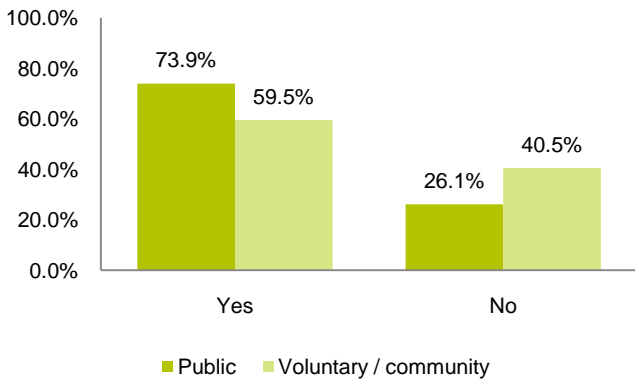


Chart 18: Do you support your own staff to volunteer? By What type of organisation are you?

Public sector organisations were more likely to support their own staff to volunteer compared with voluntary and community sector organisations, though the difference is not statistically significant.

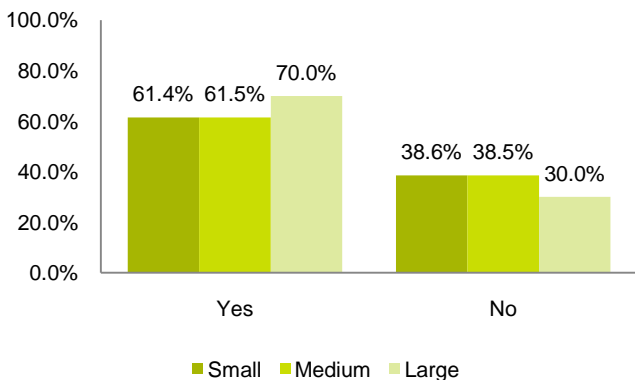


Chart 19: Do you support your own staff to volunteer? By Organisation size.

In terms of organisation size there was not much difference.

Respondents who said their organisation did support their staff to volunteer where then asked if their organisation allows staff time off (paid or unpaid) for individual volunteering.

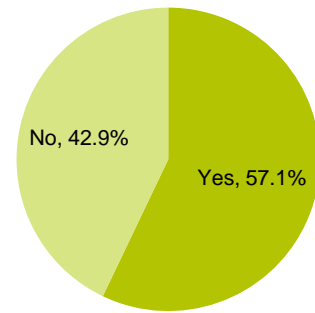


Chart 20: Does your organisation allow staff time off (paid or unpaid) for individual volunteering?

Over half, 57%, said that their organisation did allow staff to have time off for volunteering.

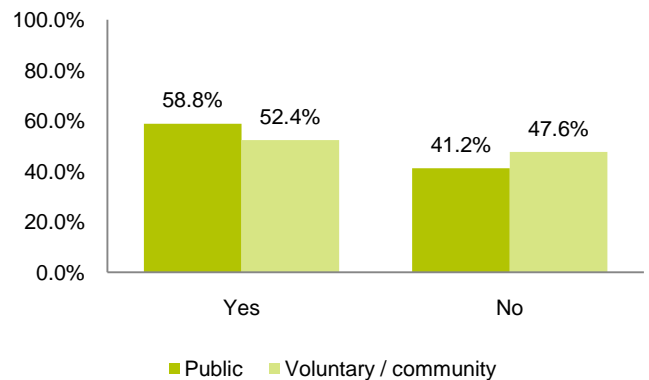


Chart 21: Does your organisation allow staff time off (paid or unpaid) for individual volunteering? By What type of organisation are you?

The proportion of those saying their organisation allowed staff to have time off for volunteering remained roughly similar for both public sector and voluntary and community sector organisations.

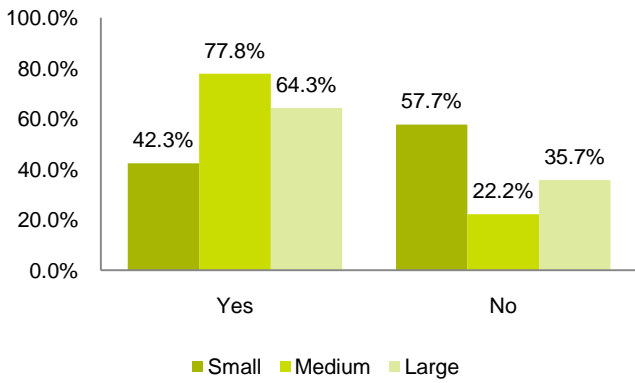


Chart 22: Does your organisation allow staff time off (paid or unpaid) for individual volunteering? By Organisation size.

Small organisations were less likely to allow their staff to have time off to volunteer. This suggests that organisations with a low head count might not have the capacity to allow their staff to have time off.

Finally, those respondents who said their organisation did support their staff to volunteer were asked if it had a positive impact on their organisation.

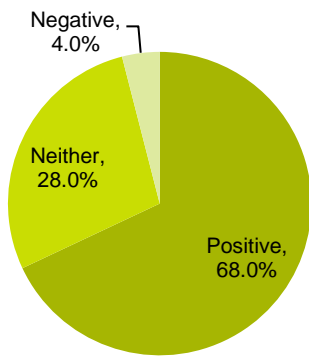


Chart 23: What sort of an impact has supporting your staff to volunteer had on your organisation?

Over two thirds, or 68%, said supporting their own staff to volunteer had a positive impact on their organisation. Only two respondents said it had a negative impact.

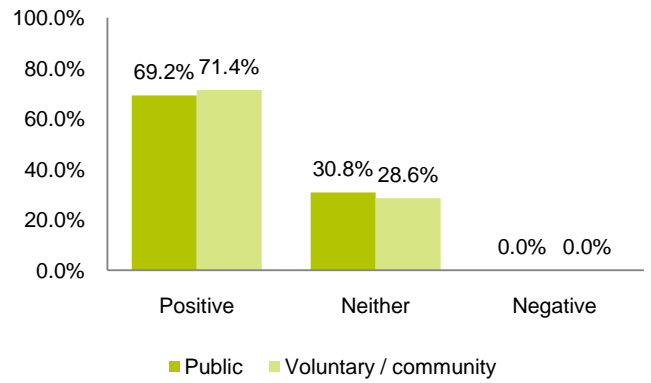


Chart 24: What sort of an impact has supporting your staff to volunteer had on your organisation? By What type of organisation are you?

Generally speaking, the perceived impact of supporting staff to volunteer was largely similar for both public sector and voluntary and community sector organisations.

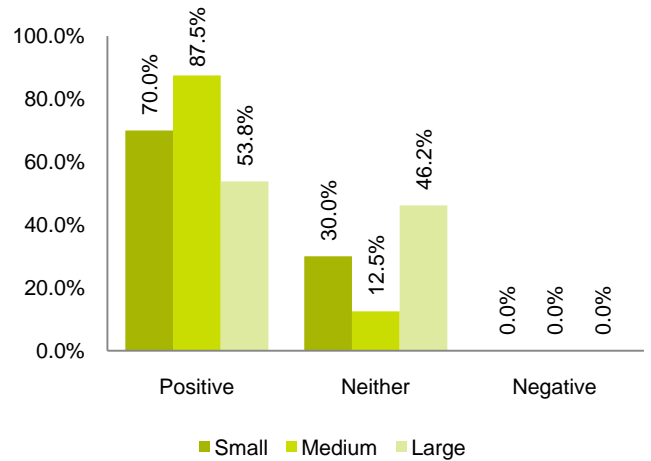


Chart 25: What sort of an impact has supporting your staff to volunteer had on your organisation? By Organisation size.

Large organisations were less likely to think the impact of supporting their staff to volunteer had been positive. Medium sized organisations were most likely to think allowing their staff to volunteer had a positive impact on them. However, the differences between small, medium and large organisations here are only an indication as none of them are statistically significant.

Corporate volunteering

All respondents were asked if their organisations undertake corporate volunteering.

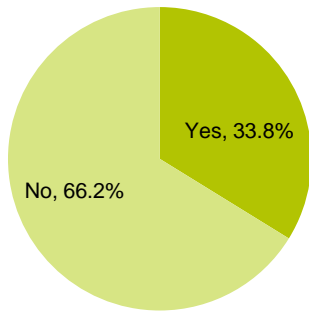


Chart 26: Does your organisation undertake corporate volunteering?

Just over a third of respondents' organisations did undertake corporate volunteering.

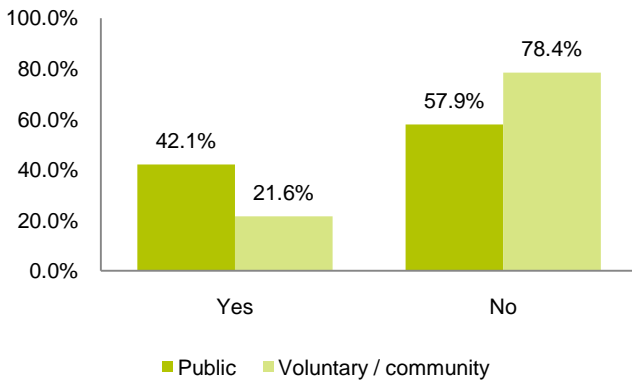


Chart 27: Does your organisation undertake corporate volunteering? By What type of organisation are you?

Public sector organisations are more likely to undertake corporate volunteering than voluntary and community sector organisations. The difference here is statistically significant.

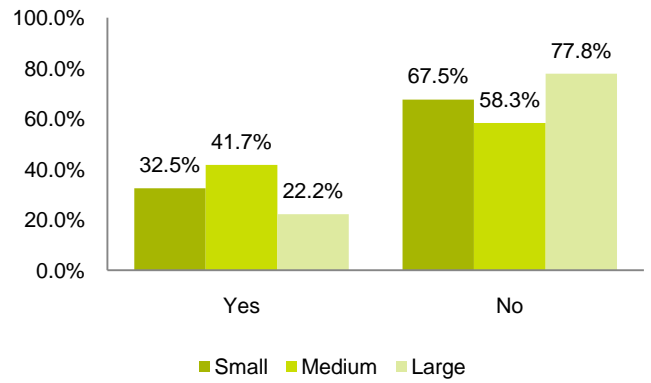


Chart 28: Does your organisation undertake corporate volunteering? By Organisation size.

Large organisations were less likely to undertake corporate volunteering. However, none of the differences in response from small, medium and large organisations were statistically significant.

Formal volunteering arrangements

All respondents were asked if their organisation has formal volunteering arrangements, for example, did they have a policy in place?

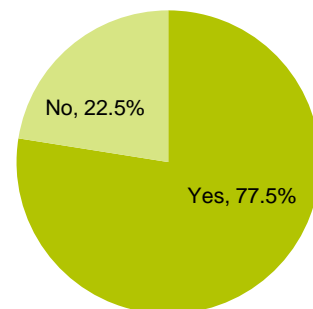


Chart 29: Does your organisation have formal volunteering arrangements (for example is there a policy in place)?

Over three quarters, 78%, did have formal volunteering arrangement in place.

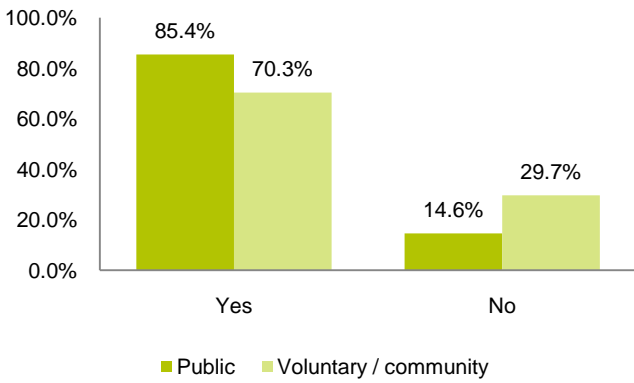


Chart 30: Does your organisation have formal volunteering arrangements (for example is there a policy in place)? By What type of organisation are you?

Public sector organisations were more likely to have formal arrangements in place, although the difference with voluntary and community sector organisations is not statistically significant.

high level of respondents saying “yes” shows that volunteering in these instances is seen by organisations as a valuable way of getting experience.

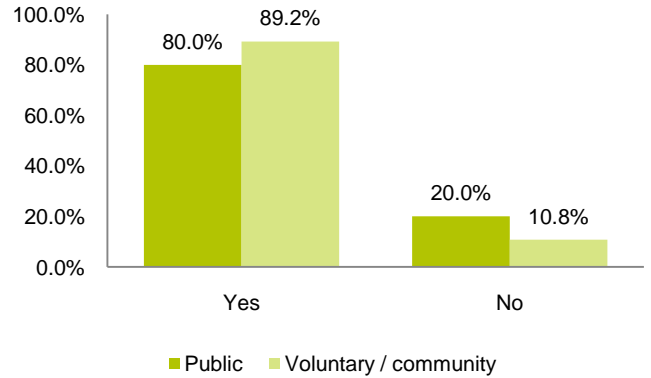


Chart 32: If your organisation was forced to put its staff at risk of redundancy / early retirement, would you promote volunteering to them as a valuable experience while they look for another job? By What type of organisation are you?

There were no significant differences between public sector organisations and voluntary and community sector organisations.

Promoting volunteering

All respondents were finally asked if their organisation was forced to put its staff at risk of redundancy or early retirement, would they promote volunteering to them as a valuable experience while they looked for another job.

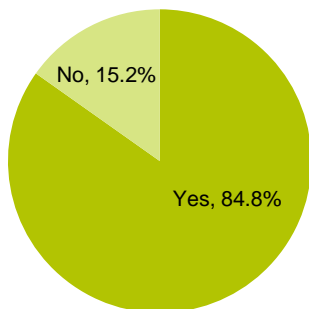


Chart 31: If your organisation was forced to put its staff at risk of redundancy / early retirement, would you promote volunteering to them as a valuable experience while they look for another job?

The majority of organisations, 85%, said they would promote volunteers as a means of gaining experience if staff were made redundant. The

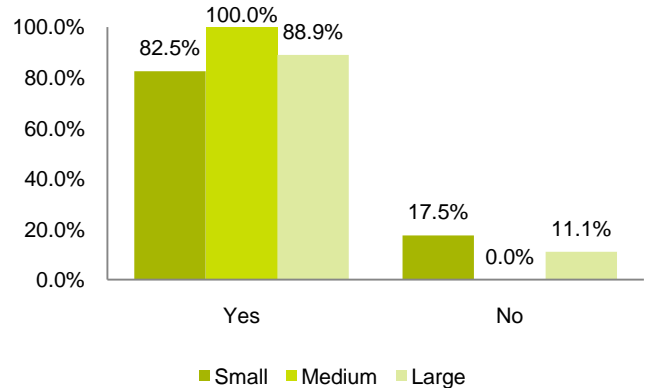


Chart 33: If your organisation was forced to put its staff at risk of redundancy / early retirement, would you promote volunteering to them as a valuable experience while they look for another job? By Organisation size.

Medium sized organisations were more likely to promote volunteering in these instances, although the proportion of those saying “yes” was high across the board, regardless of size.

Appendix A: other assistance offered to volunteers

Whatever is needed, resources as in loop systems, etc. but also expenses and where there is a demand we try and fill it.
Support in a person centred way.
Recognition events / certificates etc.
Continuous access to support and advice.
Social inclusion.
Tea and biscuits, footwear allowance and gloves.
Distance learning.
Disabled access.
Supervision, ongoing support, cheers for volunteers events to meet other volunteers.
Mentoring, shadowing experienced staff, supervision and objective setting.
Annual review and supervisions.
We discuss what the individual's abilities are and structure their work around them.
General assistance for their wellbeing and welfare.
Provide general care for their wellbeing and welfare.
Advocacy.
Open door policy to discuss problems / provide references.
Performance reviews and 1-2-1s.
Only refreshments on volunteering occasions.
CV development, references.
Funds for equipment, protective clothing etc.

Appendix B: other ways of recruiting volunteers

Website.
University, colleges.
Details on Portsmouth City Council website.
Catch 22.
Our own website.
Internal - e.g. foyer young people.
Previous service users.
We advertise on the website.
Working with charities.
NHS Volunteer Services.
Our website and groups.
Website.
Website.
We are an organisation run totally by volunteers we have no paid staff.
Website.
Online recruitment sites and national network.
Notice boards, web pages, newsletter.
On air.
Supporting churches.
They mostly approach us.
Volunteer manager HIDS.
Colleges / schools / charities / one off requests.
Via website, via Facebook, networking.
Facebook and corporate website.
Most of our volunteers are at work and we currently recruit through business network events predominantly, however we would also recruit people who have experience in the workplace but are currently out of work.
Recruit from clients /learners and customers of our service.
Local colleges.
Website.
Local press stories.
Express FM, external website.
Universities, connexions, JCP.
Solent youth action, soccer academy, respect agenda.
Purple Door, Portsmouth University.
Approaches from individuals or organisations.
We recruit from amongst our own service users (homeless).



Portsmouth
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