

Meeting the general equality duty

Title: **Volunteers**

Which of the three aims is this information relevant to?

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Foster good relations between people who share a protected characteristic and those who do not.

How does this information help us to show we are paying due regards to advancing equality?

Buckinghamshire Healthcare NHS Trust is committed to equal opportunities and diversity. This commitment extends to our volunteers and we welcome everyone from our community as a volunteer.

The volunteering registration procedure is open to all those who share a protected characteristic. Each volunteer completes a registration form and we welcome people of all abilities and skills. Volunteers are encouraged to provide details of any special needs, disabilities or health issues to ensure we are meeting their needs.

Each volunteering opportunity is different and as new opportunities arise, equalities are addressed through the registration and induction processes to ensure needs are met as far as is possible. Each new volunteer has an introductory meeting with the voluntary services team to ensure that the tasks are understood and that they are suitable to all parties. Some adjustments can be made for disabilities according to the resources available.

Young people from the age of 17 years of age can access a supervised work shadow scheme where they will observe someone in their role to understand how

they do their job and what it involves. The scheme has enabled students to access medical placements at University.

Any other comments/actions

The Trust value difference, and recognise the value that the different backgrounds, skills, outlooks and experiences of our volunteers bring to the organisation. Our volunteers are seen as a valuable resource which staff and patients greatly appreciate. The Trust sees volunteering as a possible gateway to employment for those interested. For those who share a protected characteristic this can be of benefit to future participation in public life.

We are working towards ensuring that volunteers are fully representative of the communities the Trust serves. The Trust has 460 volunteers registered providing a valuable contribution across its hospital and community services. Many of these volunteers provide support in patient-facing roles such as ward support, 'befrienders' on wards or 'meeters and greeters' on receptions. Other volunteers outside these roles perform administrative tasks which can sometimes help staff to spend more time with patients, or assist with work that helps to improve the patients' environment.

There is a broad range of volunteering roles across the Trust and individuals can select roles that are in their own time, and of their own choice. Generally, there are sufficient roles that suit a wide range of abilities and some suit those with a physical or learning disability.

People volunteer for many reasons, some have conditions which may preclude them from working in paid employment or have just retired and wish to keep actively involved and others are seeking to build confidence back in the workplace after having a family or having been out of work for a while or due to illness.

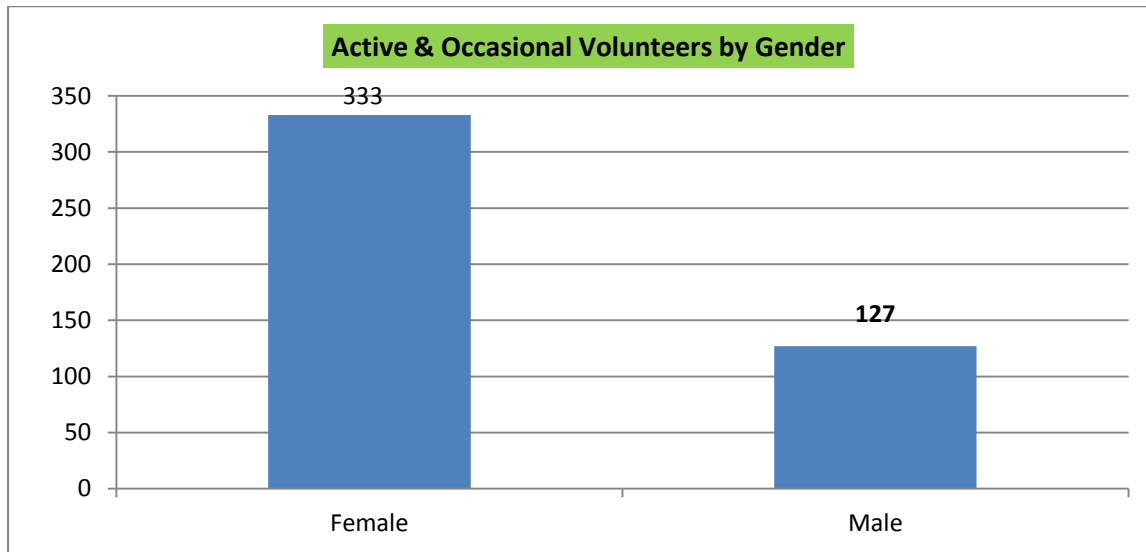
The information collected below is part of regular monitoring of volunteer activity. Volunteers are asked to provide this information as part of the routine application process.

Voluntary Services

Total number of volunteers registered at time of data collection = 460

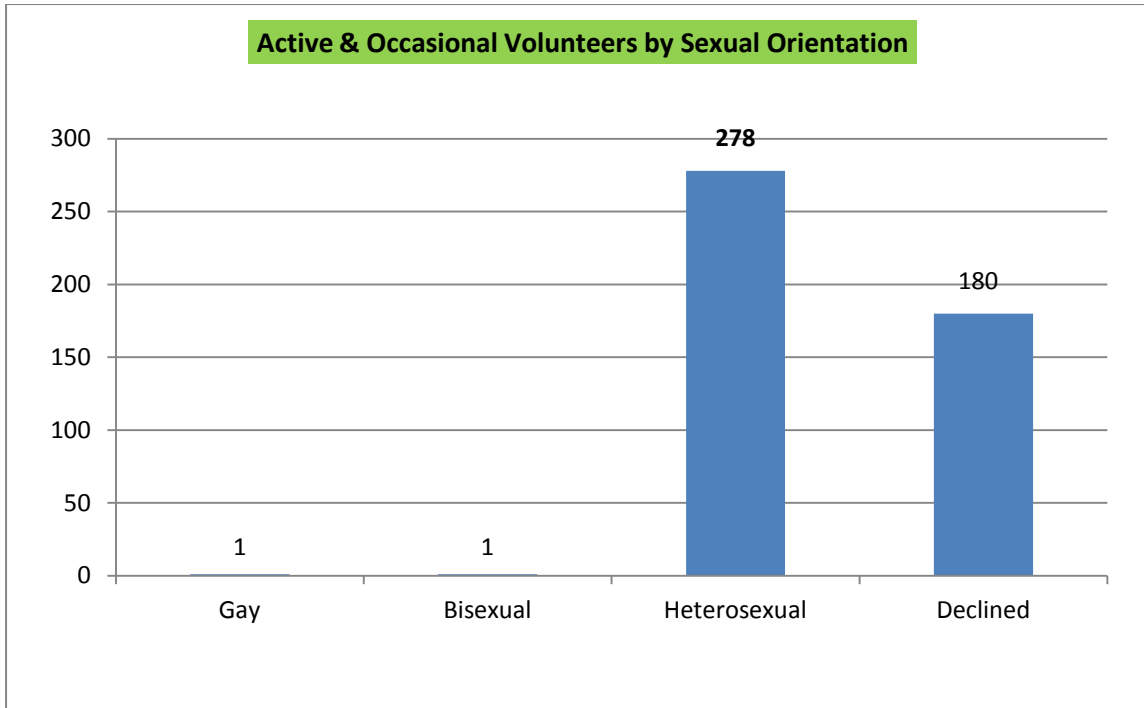
Active & Occasional Volunteers by Gender up to 31/03/2015

The data collected on gender shows that 72% 333 of volunteers are female and 28% 127 are men.



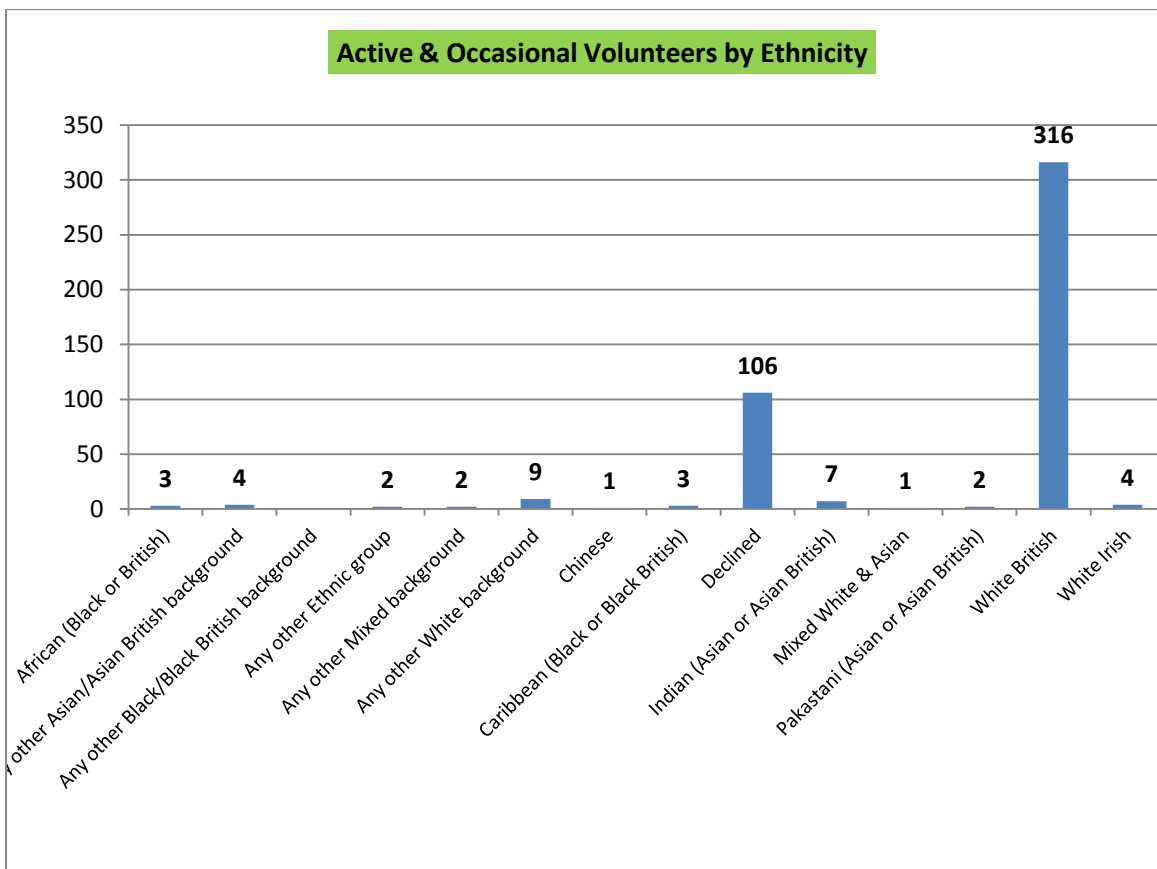
Active and Occasional Volunteers by Sexual Orientation up to 31/03/2015

The data on volunteer's sexual orientation demonstrates that 61% of volunteers chose to disclose in comparison to 39% who did not want to disclose their sexual orientation.



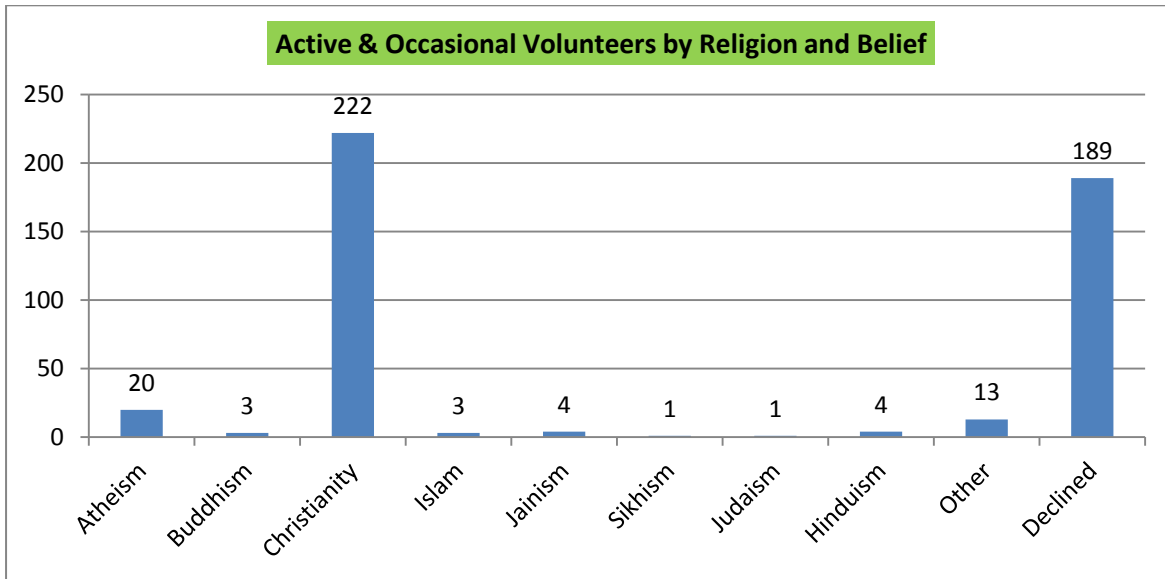
Active & Occasional Volunteers by Ethnicity up to 31/03/2015

The majority of our volunteers are white British at 69% with 8% across the other categories. and 23% of volunteers preferring not to complete this section.



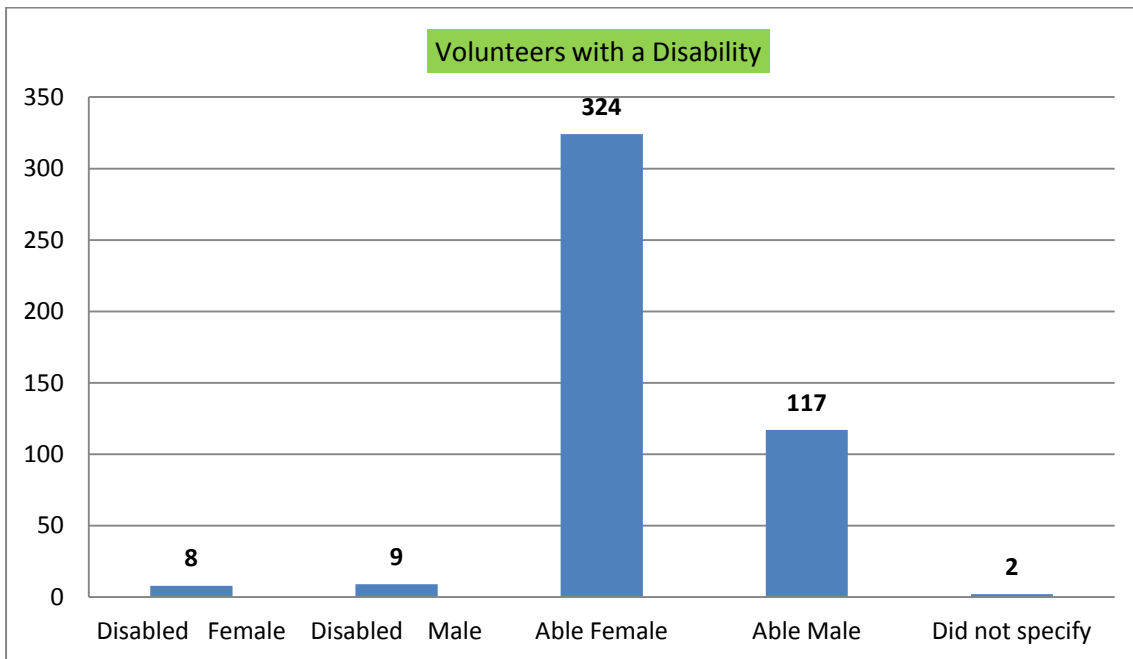
Active & Occasional Volunteers by Religion and Belief up to 31/03/2015

41% of volunteers did not state any religion or belief. 48% have Christianity as religion with a total of 11% representing other religions/beliefs.



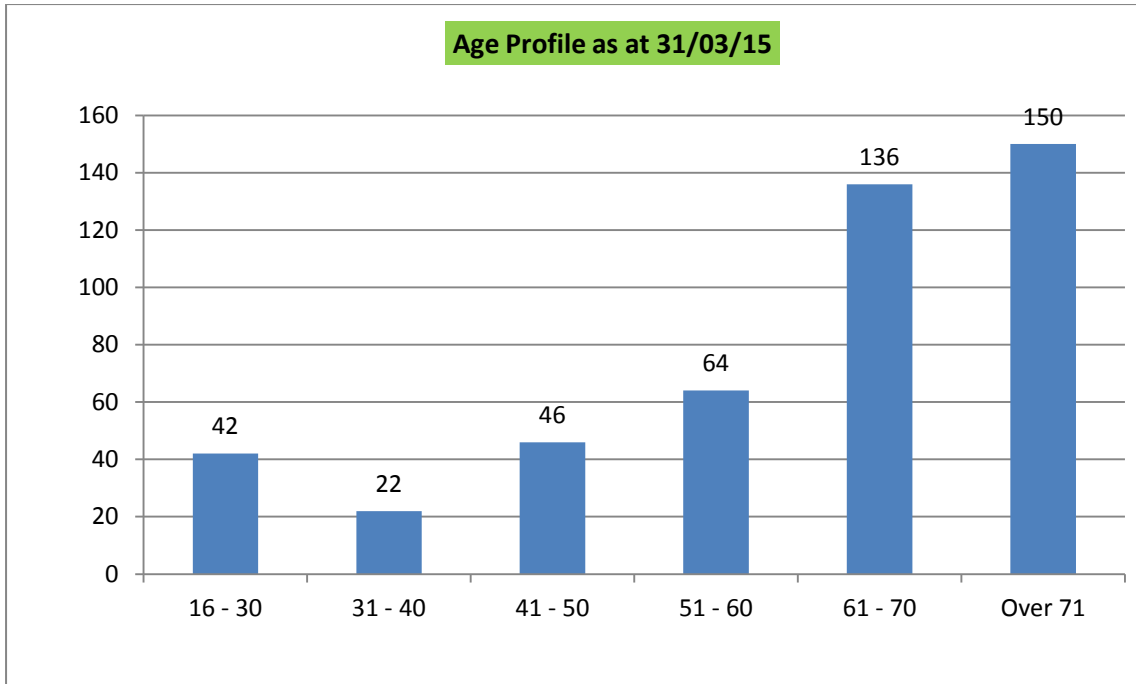
Volunteers with a Disability up to 31/03/2015

The data on disability shows that 3.5% of volunteers have a disability. 96% stated they do not have a disability with 0.5% not specifying.



Age Profile of Volunteers up to 31/03/2015

The majority of our volunteers are over 61 years of age as shown by the data at 63% a total number of 286 volunteers. 37% a total of 174 volunteers are in the 16 to 60 age range and the largest representation of volunteers is the over 71 age group with 117 volunteers aged between 71-80 yrs old and 33 volunteers aged between 81-91 yrs old.



Geographic Distribution of Volunteers up to 31/03/2015

The number of volunteers geographically distributed depends on the service levels which are higher at Stoke Mandeville in comparison to Wycombe, Amersham. Since 2014 there has been a 19% increase of community volunteers.

