

National Group for Volunteering in NHSScotland

Volunteering for All – National Outcomes Framework for Scotland

1. Introduction

'[Volunteering for All – our national framework](#)' was launched by Aileen Campbell MSP on 25 April 2019.

The framework fills the strategic void that has existed since the conclusion of the [Scottish Executive Volunteering Strategy 2004-2009](#) and for the NHS since the [Refreshed Strategy for Volunteering in NHSScotland 2008-2011](#).



The [Scottish Volunteering Forum](#) members, individually and in unison have lobbied for a coherent strategic steer for volunteering for a number of years and have worked with Scottish Government via the Forum and through the External Reference Group to support the development and launch of the framework.

The framework sets out, for all of the country, a narrative for volunteering that includes:

- ▶ The key outcomes for volunteering for the next decade
- ▶ Data and evidence that informs and will drive forward performance at national and local levels

The framework is underpinned by an evidence review carried out by Stirling University, the establishment of the National Youth Volunteering Improvement Project and the engagement of an External Reference Group that included representation from national third sector organisations, national and local intermediary volunteer-focussed organisations, the NHS (Volunteering in NHSScotland Programme Manager, Healthcare Improvement Scotland) and local authority representation.

2. Our national outcomes

The five outcomes published include a focus on inclusion, integration in policy, a welcoming culture, the importance of 'place' and a diverse range of opportunities:

- ▶ **Volunteering and participation is valued, supported and enabled from the earliest possible age and throughout life**
- ▶ **Volunteering in all its forms is integrated and recognised in our lives through national and local policy**
- ▶ **There is an environment and culture which celebrates volunteers and volunteering and all of its benefits**
- ▶ **The places and spaces where we volunteer are developed, supported and sustained**
- ▶ **There are diverse, quality and inclusive opportunities for everyone to get involved and stay involved**

3. What this means for Scotland

The framework is an ambitious but carefully constructed path for volunteering over the next ten years. It examines what is known about volunteering in Scotland, the scope of volunteering from neighbourliness and informal engagement through to formal volunteering with defined roles and support models.

The framework notes that defining volunteering can itself be a barrier to engagement. The term is therefore used in the broadest context with the intention that this inclusive approach is the most successful way to bring the desired outcomes for the country.

The evidence review carried out as part of the development of the framework identified that there is a need to ensure that volunteering is inclusive and attractive to citizens throughout their lifetime.

With a relatively static volunteering rate of less than one third of adults regularly volunteering in Scotland, the case is made for greater targeted engagement with dedicated consideration of the real life barriers that people face in live, how poverty and health play an important part in access to volunteering.

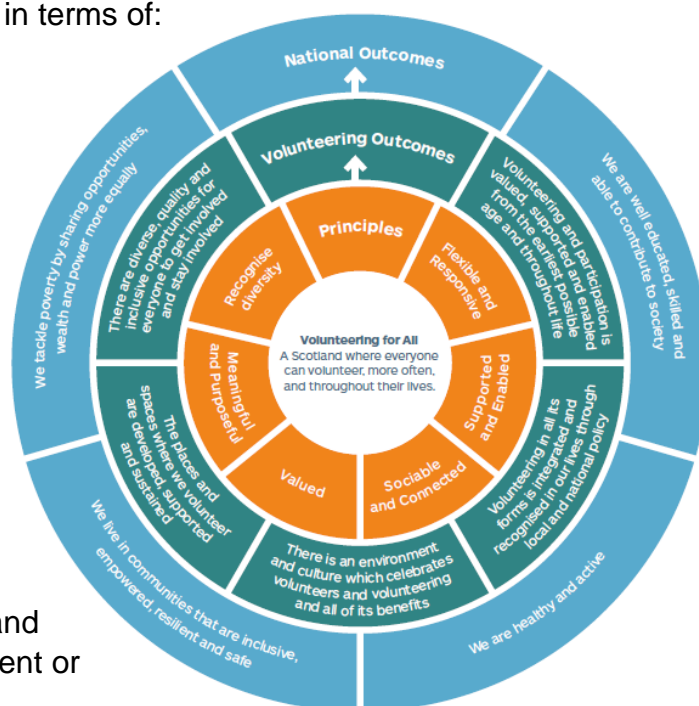
The [Scottish Household Survey](#) tells us that volunteers are more likely to be:

- ▶ female
- ▶ self-employed/part-time employed or in education
- ▶ from higher socio-economic and income groups
- ▶ from rural areas
- ▶ from less deprived areas, and
- ▶ healthy and non-disabled.

The benefits of volunteer are laid out clearly in terms of:

- ▶ Physical health – promoting a healthy lifestyle
- ▶ Social benefits – reducing social isolation
- ▶ Mental wellbeing – improved confidence, purpose and life satisfaction
- ▶ Other instrumental benefits – development of skills, confidence and improving employability prospects

The benefits laid out in the framework are closely linked to volunteer motivations but also makes clear that motivations can vary and that some are personal and may not be evident or even disclosed.



The framework makes direct links between the identified outcomes and Scottish Government

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National Outcomes.

This approach is empowered by the endorsement of Scottish Government in embedding volunteering across all policy areas.

Laid out within the framework is a recognition and an 'ask' of:

- ▶ leadership bodies
- ▶ local authorities
- ▶ funders
- ▶ volunteer-involving organisations
- ▶ businesses and employers
- ▶ NHS and social care organisations

4. Implications for NHS Boards

In addition to the direction set out via the five national outcomes, there is a specific and direct

NHS Boards and Health and Social Care Partnerships should:

- ▶ *Work consistently and collectively to ensure robust systems are in place to support safe, effective and person centred volunteering, engaging with the Clear Pathway Guidance and Volunteering in NHSScotland Programme as required.*
- ▶ *Highlight and encourage best practice in relation to the governance and associated management standards required for all volunteers and others who have a role to play within NHS settings, regardless of the source of recruitment.*

ask of NHS Boards:

The Volunteering in NHSScotland Programme is funded by Scottish Government to support NHS Boards to develop sustainable volunteering Programmes that are safe, effective and person-centred. The Programme also engages, where relevant, with third sector organisations that deliver volunteering programmes on NHS premises or under the auspices of NHS Boards.

The 2019/20 Programme Workplan includes the delivery of evaluation workshops for volunteer managers and programme managers that will support NHS Boards to align reporting and other activity to the national framework. We have also secured a speaker from the Third Sector Unit of Scottish Government at the Volunteer Managers Network Meeting in September 2019.

Work has already begun in planning the workshops and aligning the national outcomes to the coproduced outcomes of the Volunteering in NHSScotland Programme. The new national outcomes have been mapped against [existing case studies of volunteering](#) and questions have been designed for future case studies that will draw out the important indicators of NHSScotland's progress towards these outcomes.

5. Actions for National Group for Volunteering in NHSScotland

The National Group for Volunteering in NHSScotland is asked to:

- ▶ Note and endorse the launch of the new national framework
- ▶ Consider the role of the National Group membership in promoting these outcomes, e.g.:
 - cascading of the framework within respective organisations and networks
 - ensure NHS Boards are aware of upcoming evaluation workshops and the support available in aligning planning and reporting to new outcomes
 - consideration of the outcomes against the work presented to and undertaken by the Group