

# Community Impact Assessment

Volunteering for Staffordshire County Council

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A large, solid pink graphic element in the bottom right corner of the page, consisting of a large triangle pointing upwards and to the right, with a smaller triangle pointing downwards and to the right, creating a jagged, mountain-like shape.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Cross-Cutting</b> – Impacts that affect all or multiple protected characteristics</p>	<p>The new set of volunteering principles (<i>and accompanying guidance for managers / those supporting volunteers in the organisation</i>) are designed to provide benefits to individuals with protected characteristics by promoting cross organisation buy-in from all services who either have volunteers currently, or those who decide to take on volunteers in the future.</p> <p>Furthermore, the principles and guidance documents will promote a positive experience for all those volunteering for the organisation which will benefit not only their own skills, experience, and ambitions, whilst also benefitting their communities.</p>	<p>The new principles and guidance documents don't reach the required audiences both in terms of current (and prospective) volunteers but also all managers or those who will be supporting volunteers.</p>	<p>Promote the principles and guidance documents for managers both internally via mechanisms such as Business Brief which can then be circulated by managers to their teams including volunteers, informal volunteering managers forum and promotion by other communication channels as appropriate.</p> <p>Update the public facing website with the new principles and a specific document for prospective volunteers.</p> <p>Improve access to volunteering opportunities for all (including those with protected characteristics), including investigating mechanisms to streamline how prospective volunteers access services who are advertising opportunities.</p>
<p><b>Age</b> - older and younger people</p>	<p>Enabling both older and younger people to volunteer will support Staffordshire County</p>	<p>A potential risk would be that the individual needs of both groups are not sufficiently considered to</p>	<p>We have sought to include specific information within the</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	<p>Council's priorities, including helping to tackle social isolation which is highlighted as a challenge within the Health &amp; Wellbeing Strategy 2022-2027.</p> <p>Volunteering can further support our priorities by encouraging individuals to undertake physical activities which helps to promote independence and tackle social isolation by enabling people to be an active participant in their communities.</p> <p>Volunteering can also promote skills development across age ranges which can lead to benefits to the local economy with people who volunteer utilising their new skills, knowledge and experience, as they enter (or re-enter) the employed workforce.</p>	<p>enable a consistent and positive experience for the needs of different age groups.</p>	<p>guidance documents for different age groups.</p> <p>We will continue to work with our VCSE partners such as SCVYS to ensure the guidance considers the views of younger people and is communicated effectively.</p>
<p><b>Disability</b> - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions,</p>	<p>There are clear potential benefits of volunteering for people with a disability, including for example personal</p>	<p>The potential risk is that the information / guidance about volunteering is not shared in a format which considers a</p>	<p>To mitigate the potential risks, we will ensure that any guidance (supplementary documents) is provided in different formats</p>

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	health and employment. The development / enhancement of skills through volunteering can significantly benefit individuals, both as part of their volunteer placement, and also across their wider role within their local communities.	diverse audience, including people with a disability.	such as easy read guides on request.  Furthermore, we will ensure that the guidance and supplementary documents are reviewed regularly and kept up to date with the latest information on supporting people who may have disabilities.
<b>Gender reassignment</b> - those people in the process of transitioning from one sex to another	Please refer to cross-cutting impacts section	Please refer to cross-cutting impacts section	Please refer to cross-cutting impacts section
<b>Marriage &amp; Civil Partnership</b> - people who are married or in a civil partnership should not be treated differently at work	Please refer to cross-cutting impacts section	Please refer to cross-cutting impacts section	Please refer to cross-cutting impacts section
<b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers	Enabling women who have recently had a baby to volunteer could provide positive benefits to their physical and mental wellbeing by encouraging them to undertake activities within their communities, and therefore further supporting their	Potential risks include that information may not be accessible to individuals within this group or they may not feel they have time to commit to volunteering activities.	Mitigation actions include ensuring that the information / guidance documents are promoted externally via multiple formats potentially with some case studies of individuals in this group who have taken advantage of volunteering to

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
	<p>wellbeing (e.g., helping to tackle potential social isolation).</p> <p>Furthermore, volunteering could support any new / additional skills development during maternity leave, which could help to enhance future employment and benefit their local community.</p>		<p>meet new people and gain new skills.</p>
<p><b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins</p>	<p>Please refer to cross-cutting impacts section</p>	<p>Please refer to cross-cutting impacts section</p>	<p>Please refer to cross-cutting impact section.</p>
<p><b>Religion or Belief</b> - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered</p>	<p>Please refer to cross-cutting impacts section</p>	<p>Please refer to cross-cutting impacts section</p>	<p>Please refer to cross-cutting impacts section</p>
<p><b>Sex</b> - men or women</p>	<p>Please refer to cross-cutting impacts section</p>	<p>Please refer to cross-cutting impacts section</p>	<p>Please refer to cross-cutting impacts section</p>
<p><b>Sexual orientation</b> - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>Please refer to cross-cutting impacts section</p>	<p>Please refer to cross-cutting impacts section</p>	<p>Please refer to cross-cutting impacts section</p>

➤ **Workforce Assessment**

<b>Who will be affected</b> - consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	<b>Benefits</b>	<b>Risks</b>	<b>Mitigations / Recommendations</b>
<b>All protected characteristics</b>	<p>The new principles and accompanying guidance for managers and those supporting volunteers will promote positive benefits across our workforce.</p> <p>For people volunteering for the organisation, a clear set of principles will provide details about what they can expect from the service areas as they volunteer with different services.</p> <p>Managers / colleagues supporting volunteers, will have detailed guidance documents to support both current volunteers and those services taking on volunteers for the first time.</p> <p>The guidance has incorporated best practice from both our local commissioned VCSE partners but also considered National</p>	<p>The potential risk is that the new principles and guidance documents don't reach the require audiences either internally or externally and therefore the benefits are not realised.</p>	<p>To mitigate these risks, we have been engaging with staff in service areas which currently have volunteers to ensure their input and buy-in to the development of the principles, as well as the guidance documents for managers / staff.</p> <p>Furthermore, we will be seeking to promote the principles and guidance documents through an updated internal and external website as well as via the appropriate existing internal (e.g., Business Brief) and external communication channels.</p>

Who will be affected - consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
	guidance for supporting volunteers.		

➤ **Health, Well-being, and Social Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>The work to develop the new volunteering principles and guidance documents, as well as the wider work around Empowering our Communities (<i>including the Communities Delivery Plan 2023</i>) can promote improvements to health and wellbeing amongst current and prospective volunteers.</p>	<p>There can be health and wellbeing benefits for those who volunteer such as helping to reduce social isolation, improve mental health, and undertaking physical activity.</p> <p>People who volunteer, especially within their own local community, can feel more engaged with their community.</p> <p>Other benefits including supporting individuals to realise their ambitions to</p>	<p>Volunteers are not provided with the right level of support or training</p>	<p>The principles and documents created for managers / those supporting volunteers includes elements to ensure volunteers correct training and supervision throughout their placement as well as guidance around mechanisms to raise and resolve any issues which might arise.</p> <p>Volunteers also have access to the Council's wellbeing support services (VIVup) to provide them with helpful advice and guidance on a range of topics.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	develop new skills and confidence, as well as potentially assisting those individuals back into the paid workforce generally.		

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
The work to support Volunteers at Staffordshire County Council is part of the wider Communities Delivery Plan 2023 which includes a range of support to empower our communities, promote community action and build capacity in local communities.	The new principles and guidance will help volunteers continue to provide vital support and capacity for a range of community-based services within the Communities Delivery Plan 2023.	Increasing cost-of-living may impact on the ability of individuals to volunteer.	<p>A range of activity is taking place with partners across Staffordshire to support with the increased cost of living, including the <a href="#">Here to Help campaign</a></p> <p>The VCSE Capacity Building Framework will support people to volunteer in communities.</p> <p>The VCSE Capacity Building Framework will help the Council to keep the guidance updated and relevant</p>

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>The new Volunteering principles and guidance will help individuals volunteering for the organisation have a positive experience. This includes improving their skills, knowledge and confidence which can then be taken in to paid employment either at the authority or elsewhere, should they choose to.</p>	<p>Supporting volunteers to acquire additional skills, experience and knowledge while undertaking placements at SCC may support individuals to potentially access new or alternative employment opportunities.</p>	<p>No risks associated.</p>	<p>Managers / those supporting volunteers in the service areas to support the development and training of volunteers to provide individuals with a broad range of skills and knowledge which can then be used should they decide to enter paid employment at SCC or elsewhere.</p>

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Volunteering and the impact on Climate Change</p>	<p>Supporting volunteers to volunteer in their local area will reduce the need for them to travel for opportunities and therefore reduce the carbon footprint.</p> <p>Providing the guidance documents for staff</p>	<p>None to consider</p>	<p>None to consider</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>supporting volunteers in a digital and accessible format which will reduce the need for them to be printed out, saving paper, and reducing the carbon footprint.</p>		

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>No Environmental impacts have been identified</p>			