



# Volunteering and wellbeing goals

These tables illustrate how volunteering can help us to make progress towards the aims and goals outlined in the [Well-being of Future Generations \(Wales\) Act 2015](#).

## 1. FIVE WAYS OF WORKING

The Wellbeing of Future Generations Act commends five ways of working, to achieve greater wellbeing. By planning and involving volunteers well, organisations can demonstrate each of these. The table below suggests how.

Involving others
Develop ways for volunteers to influence decision making
Give feedback eg 'you said we did'
Ask volunteers for feedback on their roles and suggestions for development
Communicate information to volunteers in a user-friendly manner
Acting in collaboration

Align recruitment, induction and training processes with that of other relevant organisations; explore co-delivery of these
<b>Preventing problems from occurring or from getting worse</b>
Build up a flexible volunteer team to increase resilience in the face of unexpected demands
<b>Integrating objectives and well being goals</b>
Policies reflect the wellbeing interests of beneficiaries, volunteers, the organisation and the environment
<b>Balancing short term need with the ability to meet longterm needs</b>
Plan for the cost of volunteering as a core cost, rather than a short-term project cost

Volunteers can also contribute to these ways of working. For example, in crisis prevention work with those who are vulnerable to eg homelessness, substance misuse, loneliness, sexual or domestic abuse, suicide, unemployment.

## **2. SEVEN WELL-BEING GOALS**

On the left are actions which organisations can take when developing volunteering which will contribute to each of the seven goals. They address the 'how' of volunteering.

On the right are examples of volunteer activity which impact on each of the wellbeing goals. These are the 'what' of volunteering.

This is not an exhaustive list, but illustrates some key ways in which volunteering contributes to the wellbeing of Wales.

ORGANISATIONS CAN.....	VOLUNTEERS CONTRIBUTE BY..... (EXAMPLES)
<b>A more equal Wales</b>	
Widen the volunteering offer to include different types of activity, levels of commitment and skill level required	supporting the most disadvantaged eg elderly, asylum seekers, homeless
Ensure people can access volunteering opportunities, digitally and non-digitally	Teaching digital skills to combat digital exclusion
Pay volunteer out of pocket expenses so that no one is excluded on financial grounds	Ensuring equal access to services (overcoming barriers eg transport, language, providing support where there is no family to do so)
Provide information and training for volunteers in a variety of format	Mentoring disadvantaged young people
Monitor, review and make use of equal opportunities monitoring to inform future recruitment	Reading schemes/ youth schemes etc focussing on educational underachievers
Include volunteer representation on the Board	Advice and advocacy services
Provide volunteers and staff with diversity awareness training	campaigning and education to combat discrimination and social injustice

<b>A more prosperous Wales</b>	
Provide opportunities for volunteers – especially young volunteers - to learn and develop skills	Discuss and track their own personal development goals and achievements through volunteering
Enable volunteers to move into different roles within or between organisations, to gain experience	Recycling projects
Support volunteers to gain accreditation for induction and training undertaken	Charity shops; community shops; food cooperatives
Heed the principles in the WCVA/Wales TUC Charter to ensure good relationships between volunteers and paid workers in the workplace	
<b>A Wales of cohesive communities</b>	
Explore opportunities for volunteers to be involved across generations and across cultural groups	Developing relationships with a diversity of individuals
Support for place based informal volunteer groups to pursue their own agenda	Anti racism/ racial justice programmes

Promote Employer Supported Volunteering to increase business links with local community	Making contact with those who are lonely and isolated
Celebrating volunteer contributions to their community	Good neighbour schemes
	Running community centres and their activities
	Beach cleans and litter picks
	Maintaining open/community spaces
	Organising local festivals and events
<b>A resilient Wales</b>	
Involve volunteers by remote working from home, or in their local communities	Responding to emergencies
	Gardening and environmental projects
	Climate awareness and campaigning
	Promoting active and low carbon transport eg cycling
<b>A globally responsible Wales</b>	

Enhance and celebrate the ethnic and cultural diversity of volunteers	Education and campaigning on global issues eg trade, peace, climate change, poverty, racism , human rights
Ensure that internal norms and expectations are culturally sensitive	Promoting fairly traded goods; building Fair Trade Communities
	Solidarity campaigns
	Welcoming and supporting asylum seekers and refugees; sanctuary movement
	Fundraising for disaster relief and international development
	Addressing hate crime and racial abuse
<b>A healthier Wales</b>	
Arrange opportunities for volunteers to relax and socialise together	Addressing social inequalities of health
Roles may be developed which relieve stress on staff	Fostering healthy lifestyles in the community
Develop opportunities for older people to remain active and involved	Maintaining contact with those who are lonely or isolated
	Sport and fitness coaching

	Enabling social contact and activity for mental health in vulnerable groups
	Improving experience of patients/ residents in hospital, care homes, hospices
	Ancillary support for care in hospitals, care homes, hospices
<b>A Wales of vibrant culture and thriving Welsh language</b>	
Encourage the use of Welsh, both informally and in the context of volunteering roles	Using welsh language whilst volunteering
Social media presence in Welsh, aimed at volunteers	Language promotion and campaigning
Use creative and multi-media approaches to communication and training with volunteers	Contributing to music, heritage and the arts; public events
	Supporting museums and historic cultural sites
	Supporting library and recreation services
	Faith communities and worship
	Festivals, events and eisteddfodau
	Supporting welsh voluntary movements eg the Urdd, Cylch

	Meithrin, Menter Iaith, Merched y Wawr
	Broadcasting -community radio;
	Enabling migrants and refugees to share and celebrate their culture
	Supporting youth activities and play schemes

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