



Volunteer Policy

Why do we need volunteers?

Thurrock Yacht Club is a not for profit organisation. We exist to promote, support, and develop the sport of sailing in Thurrock and surrounding areas.

In order to keep our sport affordable, we do not have paid staff and the successful day to day running of the club relies largely on volunteered time and effort from members. This has been our ethos since the club was founded in 1946, and it is a core principle that we uphold to this day.

All members of the club, regardless of membership tier, are encouraged to volunteer in whatever way suits them best. There is no formal minimum obligation of hours imposed on any member although some club benefits will be directed to those who volunteer the most, and some membership tiers may carry an expectation to undertake volunteer activity.

What type of volunteering do we do?

Volunteering opportunities are many and diverse. Some may not even seem like volunteering at all. The following list provides some guidance as to the type of activities that might be considered as within scope:

- Work party
- Bar duty
- Support/safety boat operation
- Day duty officer
- Facilities maintenance
- Mooring checks and maintenance
- Lift in/out
- Club administrative tasks, including committee duties
- Race official
- Event support
- Wider community work and engagement supported by the club

What is the club's expectation of volunteers?

Our unpaid volunteers are in control of their own time and activity.

Whilst the club encourages volunteer activity, there is no formal obligation for any member to volunteer their time, nor is there any explicit minimum requirement imposed upon those who do choose to do so.

Some benefits, including access to some tiers of membership may carry an expectation of a volunteering contribution. In such cases the volunteers will be provided with guidelines with regards to tasks and expected minimum contributions, but they are under no obligation to fulfil these expected minimums and any scheduling of, and participation in activities will ultimately be at the discretion of the volunteer. The recommended volunteer contributions will be set and reviewed periodically by the committee, and will be applied to individuals on a discretionary basis, and in a way that is consistent and fair.

We always encourage volunteers to be considerate of others and to share the load of work fairly, so that we can all enjoy the main reason why we belong to the club – getting out on the water!



What members get from volunteering?

Volunteering is rewarding in its own right and most people find it enhances their sense of fellowship and investment in the club. This leads to a happier and more active club. It really is true; the more we put in, the more we get out, and the stronger we become both on and off the water.

Some of the benefits to members are:

- The satisfaction and fulfilment of volunteering to make our club a better organisation to belong to.
- Building your skills and maybe paving your way towards a new career.
- The club will be happy to provide references to prospective employers based upon volunteering activities.
- Some levels of membership may carry discretionary renewal, and volunteering contributions may be a significant factor in the renewal decision.
- Out of pocket expenses will be reimbursed

Where members are seeking to accrue benefits from volunteering, including access to discretionary membership tiers, they should keep a verified log of their contributed hours.

What qualifications are required?

In the main there are no formal qualifications required for volunteering, and a core aspect of volunteering is that it can enable people to pick up new skills.

We particularly welcome any trade or professional skills that members may bring into the club, and that can be donated for the benefit of members.

Some of our activities do require specialist qualifications, usually to meet statutory or liability requirements. These will be made clear to individuals through specific role profiles which will be issued, and from time to time the club may offer assistance for individuals to gain these qualifications. Any such assistance shall not infer any reciprocal obligation on the part of the volunteer.

What about conduct and liability?

All volunteers are expected to conduct any voluntary activities they are undertaking on behalf of the club in full accordance with the club's rules and regulations.

When working with young people and vulnerable adults, particular attention is drawn to the club's Safeguarding Policy.

We want our volunteers to feel appreciated and their efforts valued. If any member feels they are being treated unfairly whilst carrying out volunteer duties, they should raise the issue with an officer or flag officer of the club. All volunteers are first and foremost members of the club and are entitled to the same respect, and opportunities as afforded to all other members of the club (subject to their membership tier).

The club has Employers Liability Insurance in place that covers members when they are acting on behalf of the club in a voluntary capacity.