



Volunteer Scotland is embarking on a new voyage of discovery. We have observed and witnessed the enormous willingness of people of all ages and backgrounds to help out and make a contribution to the common weal/good. Our research and evidence base identifies where Scotland is excelling in volunteer participation, for instance in schools' based involvement of young people. We also observe the continuing inequality of a "volunteer system" which reinforces the inequalities of our wider society. There's a danger of an unintended gentrification in the language, mindset, and reward thinking in volunteering that reinforces the status quo and flat-line of participation well below our potential.

We think in terms of SCARCITY of unpaid volunteers rather than the ABUNDANCE of human capacity to give to communities of place and interest. The main experience of volunteering in Scotland is actually helping out rather than formal roles. This abundance of care, creativity, passion, voice and action is off the scale in terms of its value. If we were to monetise the value of volunteering, not just as an increasingly outmoded wage substitute, but also in terms of the wellbeing impact, then the oil revenues for Scotland each year would be eclipsed.

This is a serious business. We believe, that we must explore better ways to engage people that's meaningful to them and which enables the direct experience of giving time voluntarily. This is a balancing act for us of continuing to support best practice in volunteer development along with experimenting and innovation in new practice and new approaches which reach into the latent reservoir of human talent.

So, we're like a collaborative survey ship, testing proofs of concept such as our **community bubble** and digital innovations. Aiming to better understand people's circumstances and what might enable volunteer experience. A SHARING approach in everything we do, a new kind of COMMONS.

Non-territorial and not self-centred, where we seek to find common goals and shared interests focussed on more people having positive experiences of volunteering: enjoyably, safely and regularly. The Festival of Volunteering in the Stirling Council area, linked to the bid to become European Volunteering Capital 2020, aims to achieve a 50% volunteer participation rate and for it to be the norm to be involved. This will be a very concrete expression of a change agenda and whether we can help bring about a growth in volunteer participation and inclusion.

George Thomson - CEO Volunteer Scotland

Volunteer Scotland



Annual Report 2018

"More people volunteering: enjoyably, safely and regularly."

OUR PURPOSE

VOLUNTEERING VALUES

- HUMAN CAPACITY** Fulfilling each person's potential
- MUTUAL RECIPROCITY** Giving and receiving: intrinsic to wellbeing
- COMMUNITY BUILDING** Strengthening our communities

INCREASED PUBLIC VALUE

LIVING OUR VALUES AT VOLUNTEER SCOTLAND

- ME - How I live our values**
Commitment to my role and organisation - Participative - Having a positive impact on others - Constructive approach
- WE - How the team/organisation live our values**
Teamwork - Honesty - Celebrating impact - Mutual Respect
- US - How others experience our values**
Inclusiveness - Providing solutions - Supportive - Community ethos

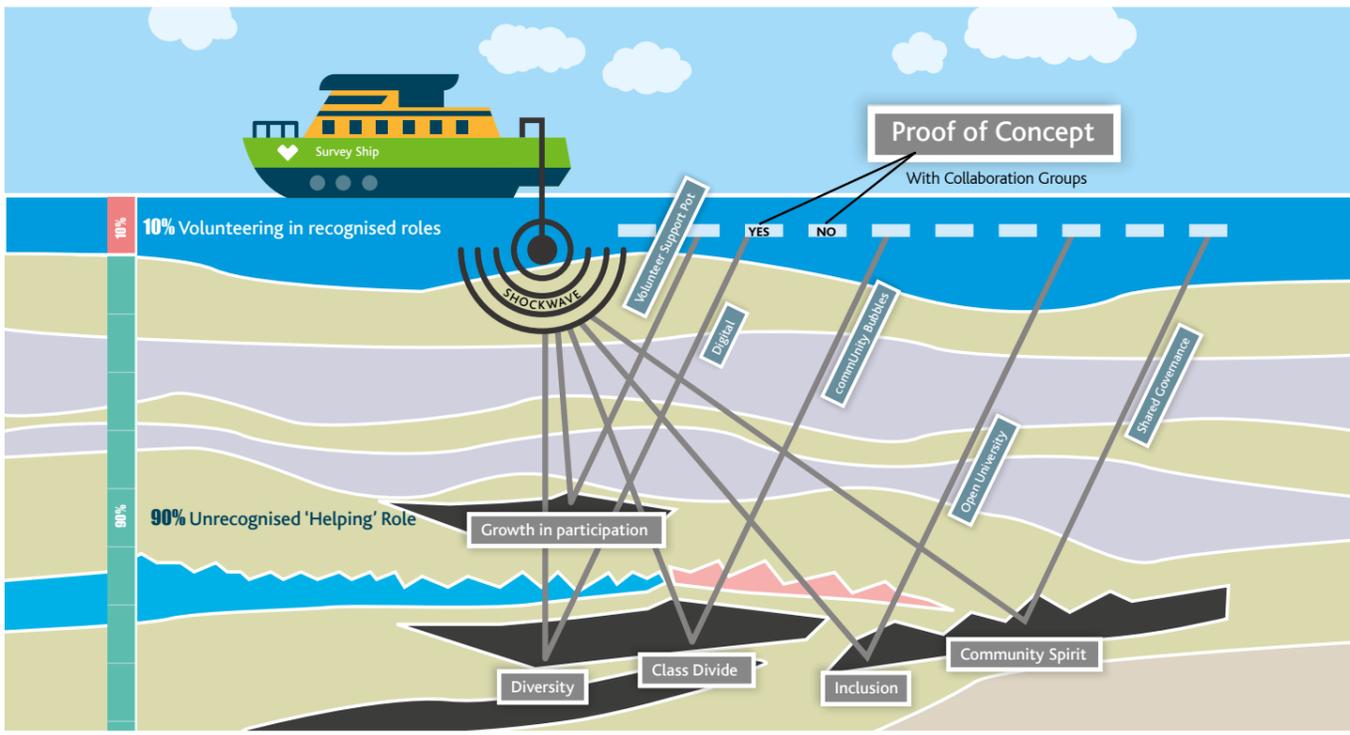
OUR UNIFYING MISSION
"More people volunteering: enjoyably, safely and regularly."

- Activities & Outputs**
- Supporting stakeholders**
 - Stakeholder identification
 - Stakeholder Engagement
 - Identification of issues/opps
 - Collaborative solutions
 - Volunteering practice**
 - IIV/E & PVG
 - Training
 - Consultancy
 - Research & comms
 - Thought leadership**
 - Research
 - Innovative practice
 - Comms & awareness



3. VOLUNTEERING PRACTICE

- FINAL OUTCOMES**
- 4. Participation** - more people actively participate in their communities through volunteering
 - 5. Inclusion** - excluded groups are volunteering in mutually supportive communities for a fairer Scotland
 - 6. Wellbeing** - volunteers' wellbeing is increased through volunteering
- IMPACT & PUBLIC VALUE**
- "More people volunteering: enjoyably, safely and regularly."



As Chair of the Board I'm pleased to introduce you to the Annual Report 2018. To embody the spirit of generosity at the heart of volunteering and our organisation we are using the quail as a symbolic bearer of our report and AGM.

We share with you our purpose, our governance, our performance, and our future direction.

We are energised and inspired by Scotland's people and willingness to voluntarily help others. We are a family of dedicated Directors, staff, volunteers, funders and stakeholders to whom I give my heartfelt thanks for another successful year. We are driven by our values and a desire to develop a shared and trusted network of people who will work together to reach out to the diverse talent and human abilities of everyone, and I feel privileged to be a part of that journey of discovery.

Rhona Harper - Volunteer Scotland Chair



Festival of Volunteering Family Day

SCOTTISH GOVERNMENT'S VOLUNTEERING PRIORITIES

- More people participate in their communities through volunteering
- Volunteers' wellbeing is increased through positive volunteering
- Through engagement with equalities organisations, more excluded groups are volunteering in mutually supportive communities for a fairer Scotland
- National and local volunteer engagers are more effective in their engagement of volunteers
- Key partners across all sectors are better supported to increase volunteering participation through a collaborative approach
- Effective governance and leadership of volunteering by partners and volunteer engagers
- Government has also a legal framework including the protection of children and vulnerable groups (A new framework for volunteering is currently being co-designed)



Financial Statement

	£ 2017-18	£ 2016-17
INCOMING RESOURCES	1,715,283	1,723,713
RESOURCES EXPENDED	1,617,293	1,537,171
NET INCOMING RESOURCES	97,990	186,542
FIXED ASSETS	1,784,687	1,800,241
NET CURRENT ASSETS	1,046,689	1,004,906
CREDITORS:		
Amounts falling due after one year	(-849,527)	(-903,946)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES	1,981,849	1,901,201
DEFINED BENEFIT PENSION SCHEME LIABILITY	(-129,000)	(-146,342)
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES	1,852,849	1,754,859
FUNDS		
UNRESTRICTED GENERAL FUND	960,026	878,880
PROPERTY FUND	885,613	851,294
RESTRICTED FUND	7,210	24,685

Company Secretary	George Thomson
Head of Corporate Services	Kenneth Stirratt
Independent Auditors	French Duncan LLP Statutory Auditors & Chartered Accountants McFarlane Gray House, Castlecraigs Business Park Springbank Road Stirling FK7 7WT



Richard Jennings
Chair of Audit & Scrutiny Committee

Risk Management

The Directors have assessed the main risks to the company and are satisfied that systems are in place to mitigate those risks. An annual review of our risk register is undertaken and quarterly performance reports continuously assess and manage risks. The Audit and Scrutiny Committee, consisting of four Board Directors and senior staff, reviews the risk framework and existing policies within Volunteer Scotland to ensure that any risk exposure is minimised and that good practice is maintained.

The Head of Corporate Services is the key support to the committee and this forum provides an invaluable space to discuss and review all financial exposures and any risks which may affect the ongoing running of the organisation and our sustainability.

This committee meets prior to Board meetings and additionally as required throughout the year. Every 3 years it also takes the lead in a 3 yearly pay review with external input, annual considerations and makes its recommendation of any change in pay structure to the Board.

Performance Highlights

Leadership and Collaboration

European Volunteering Capital - Volunteer Scotland (VS), Stirlingshire Voluntary Enterprise (SVE) and Stirling Council are working in partnership for Stirling to become the European Volunteering Capital (EVC) 2020, included in this proposal is the first ever international EXPO of volunteering in Scotland in 2021. The outcome of the bid will be announced on 5th December 2018.

Festival of Volunteering - As part of the EVC 2020 bid Volunteer Scotland and Stirlingshire Voluntary Enterprise held the 2nd Festival of Volunteering in Stirling, which saw a 5 fold increase to 2,500 attendees at the Family Day at Kings Park, along with a fully attended joint conference with Heritage Volunteer Organisers Scotland (HVOS), Association of Volunteer Managers (AVM) and VS on 'Inclusive Volunteering, Inspiring Participation' at the Engine Shed, Stirling. SVE also held events during the Festival week to working in partnership with local organisations on how to develop the Inspiring Volunteer Awards and to celebrate the 15th anniversary of the Supported Volunteering Programme.

<http://festivalofvolunteering.org/stirling2018/>

Engagement & Influencing

National Outcomes for Scotland - VS has contributed to the review of the National Outcomes Framework. We were therefore encouraged to see that in the Scottish Government paper submitted to the Scottish Parliament in March 2018, volunteering was cited under the 'vision statement' for the Communities Outcome: "We are encouraged to volunteer, take responsibility for our community and engage with decisions about it."

Cross Party Group on Volunteering (CPG) - In the last year the membership of the CPG on volunteering has increased to over 100 members and is reported as one of the most-attended CPG meetings.

Shared Governance - For the new Third Sector Hub at Forthside, Stirling, to operate in an innovative and sharing manner VS is leading a shared governance initiative. At a well-attended workshop with prospective tenants in Sept 2018 the following 'sharing themes' were agreed:

- increasing volunteering participation
- best practice
- training & open learning
- mentoring
- resources e.g. HR, IT & Financial Services
- joint procurement
- trustee networking

This work will be further built upon in 2019 leading up to the opening of the Hub.

Community Bubble - Our commUnity bubble has now engaged with literally thousands of people in all sizes of events. It's purpose is to help get folk talking about community. What builds community spirit and what might build community spirit. A range of tools support the opening of conversations and ideas for actions and we've had an extraordinary positive response. As we move forward with the Stirling experiment in reaching out to people in communities that are the least involved in voluntary activities, the commUnity bubble will spearhead local and organisationally based engagements with a key question; "What might you do during the Festival of Volunteering 2020?"

Thought Leadership

Volunteering participation - this includes 'deep-mining' of the Scottish Household Survey (SHS) data for 2016 and key volunteering data for Scotland's 32 local authorities; analysis of the OSCR Charities Survey data 2016; co-authoring the Scottish Volunteering Forum's research paper on "Understanding Volunteering Impact Measurement Practices Across Scotland" and presentation of findings at the Volunteering Cross-Party Group.

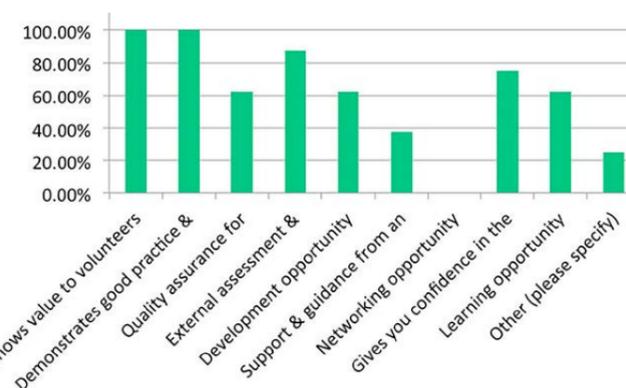
Inclusive volunteering - In June 2018 the findings from Dr James Davies's PhD research on "Youth Volunteering in Areas of Multiple Deprivation" were published. The outputs from James's research provided the catalyst for the delivery of a national conference: "Creating a more inclusive future for youth volunteering" in Sept 2018. We also presented a paper on inclusive youth volunteering at the Heritage Volunteer Organisers Scotland conference "Inclusive Volunteering, Inspiring Participation".

Volunteering, health & wellbeing - a literature review of 30 academic papers on the impact of volunteering on the health and wellbeing benefits for volunteers and communities. It has been peer reviewed and publication of the final report is imminent.

Innovative Practice

Quality standards - VS has been working closely with Quality Scotland, Volunteer Dundee and the IIV best practice group and others to improve the integration of IIV/E, 'Volunteer Friendly', EFQM and PVG.

What was the value of achieving IIV?



Open University - a key goal is to develop open source and online learning to support volunteer managers and practitioners. VS is piloting a new Volunteer Management course in partnership with the Open University. The plan is then to roll out further modules covering leadership, culture, etc. with the support of key partners such as Police Scotland Youth Volunteers.

Digital Introduction Project - It is specifying and costing a new digital introduction solution aimed at increasing 'volunteer participation', reducing attrition from the existing online offer and exploring how 'more / more relevant' opportunities are matched to the needs of volunteers and potential volunteers. Debbie Maltman's Datalab Masters' Project with VS was awarded the prestigious 'Student Project Trophy', who "...had demonstrated a strong understanding of the very specific requirements of the challenge, and clearly articulated the impact her project had on the organisation she was placed with this summer."

Volunteer Support Fund (VSF) - at the Glasgow 2018 European Championships - VS has administered a Volunteer Support Fund to help volunteers complete their volunteering role. 119 volunteers facing the following barriers were supported: financial costs relating to travel, low income, childcare/carer responsibilities, disability associated costs, etc. 95% of the Championship volunteers who were supported through the VSF completed their volunteering and independent research has shown a positive impact.

Disclosure Services

Disclosure checking - VS supported c. 3,500 organisations with PVG checking and compliance and c. 60,000 disclosure applications.

Scottish Government consultation - we have provided expert feedback as part of the Scottish Government's consultation exercise on its proposed changes to "Protection of Vulnerable Groups and the Disclosure of Criminal Information". Disclosure Services ran 16 PVG consultation events with 178 attendees.

Analysis of disclosure checks - under approval of Disclosure Scotland, VS is analysing data from 2011/12 to 2017/18 on PVG volunteer demographic data, including age, gender and postcode. We are also able to link this to the name of the volunteer involving organisation and type of volunteering. Given the size of the dataset c. 45,000 p.a. this will give a high quality analysis of volunteering linked to the Protection of Vulnerable Groups.

Directors



Rhona Harper
Senior Solicitor.
Chair



Richard Jennings
CEO of Castle Rock Edinvar
Housing Association.
Vice-Chair



Chris Horne
Senior roles in supporting
the charity and social
enterprise sector.
West Lothian Councillor



Jeanette Gaul
Secretary of Angus Credit
Union.



Narek Bido
Manager at Addictions
Support & Counselling,
helping people affected by
alcohol/drug misuse.



Bernadette Monaghan
Glasgow City Council
(Retired from Board 2018)



Delia Henry
Worked in the voluntary
and statutory health
sectors in Scotland for
the last 20 years.
(Retired from Board 2018)



Brian Scott
25 years of experience of
working in the public and
voluntary sector. Now with
Glasgow Disability Alliance.



Elliot Jackson
A committed supporter
of the Children's Hearings
System and the roles
volunteers play within it.



Kevin Geddes
Leading on development
and improvement work
within Health and Social
Care.