

# NCVO – Time Well Spent

## Scottish Analysis: Volunteer Impacts

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# 1. Summary Highlights

# Summary Highlights

## Benefits of volunteering

- Volunteers feel they benefit from their volunteering in several ways, with enjoyment being the highest rated (94%).
- The majority of volunteers feel like they make a difference through their volunteering (91%), and they most commonly feel they make a difference to an individual's life (50%) or a particular group of people or issue in society (48%).
- Many report social benefits from their volunteering. Almost nine in ten volunteers (89%) say they have met new people. Recent Scottish volunteers aged under 55 are most likely to say their volunteering helped them feel less isolated (72%, compared to 70% for over 55s)
- Over three-quarters of volunteers (80%) reported that volunteering improved their mental health and wellbeing. This benefit was more widespread than physical health benefits (52%).



Enjoyment ranked highest among a range of benefits that volunteers feel they get out of volunteering.



91% of recent Scottish volunteers feel that their volunteering makes a difference.



Volunteering improves social connections with 89% of recent Scottish volunteers benefiting from meeting new people through their volunteering.



80% of recent Scottish volunteers feel that their volunteering improved their mental health and wellbeing.

## Benefits of volunteering

- Improved employment prospects are the lowest ranked of the listed benefits (30%) but are more commonly reported among under 55-year old's (46%) than the over-55s (15%) and employer supported volunteers (67%) than non-employer supported volunteers (27%).
- Those who volunteer through Employer Supported Volunteering report benefiting from making a difference, a sense of achievement and meeting people from other backgrounds – which differs slightly from those doing other forms of volunteering.
- Most volunteers cite benefits that match their initial motivations for volunteering (to meet people, gain skills, etc.) but they also report additional benefits.



**Employment prospects was the lowest ranking benefit to recent Scottish volunteers. However, this was more of a benefit for younger and employer supported volunteers.**



**Employer supported volunteers report benefiting from making a difference, a sense of achievement and meeting people from other backgrounds.**



**Most volunteers cite benefits from volunteering that match their motivations for starting volunteering.**

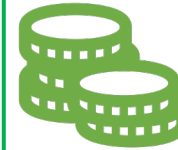
## Negative experiences and impacts

- Those who report having negative experiences are few. The most commonly experienced include being out of pocket (45%), being pressured to do more (29%), and feeling unappreciated (28%).

## Impacts and overall satisfaction

- Further analysis (using a correlation matrix) highlights the following positive impacts from volunteering:
  - It improves my mental health and wellbeing.
  - I enjoy it
  - I feel I'm making a difference.

.....which are also key volunteering impacts associated with overall satisfaction.



Being out of pocket was the highest reported negative experience of recent Scottish volunteers.

The benefits from volunteering that impact most on overall volunteer satisfaction are:



- Improves my mental health



- Enjoyment



- Making a difference

## 2. Research Overview

## 2. Research overview.

- In January 2019, the National Council for Voluntary Organisations (NCVO) published its [Time Well Spent: A national survey on the volunteering experience](#) report. Volunteer Scotland was granted access to the Scottish dataset to enable it to produce volunteering statistics for Scotland only. This presentation is one of a series of presentations produced by Volunteer Scotland which analyses the Scottish volunteer experience using the 2019 Time Well Spent (TWS) Survey :

Presentation Topics
Volunteer context (Section 4 in TWS report)
Volunteer Experience (Section 5 in TWS report)
Volunteer Impacts (Section 6 in TWS report)
Volunteer Retention (Section 7 in TWS report)
Looking Ahead (Section 8 in TWS report)

- Each presentation of the Scottish data mirrors a chapter from NCVO's Time Well Spent report. This presentation analyses '**volunteer impacts**' for Scotland.
- Section 3 in TWS report is not analysed for Scotland as Volunteer Scotland recently completed a time series analysis of volunteer demographics using the Scottish Household Survey (SHS) from 2007 – 2019. The SHS (sample size 9,600) is based on adults 16+ whereas TWS is based on adults 18+, which does not allow for a direct comparison of demographic data from both sources. Focusing on sections 4-8 of TWS provides analysis and insights on the volunteer experience that has not previously been available for Scotland.



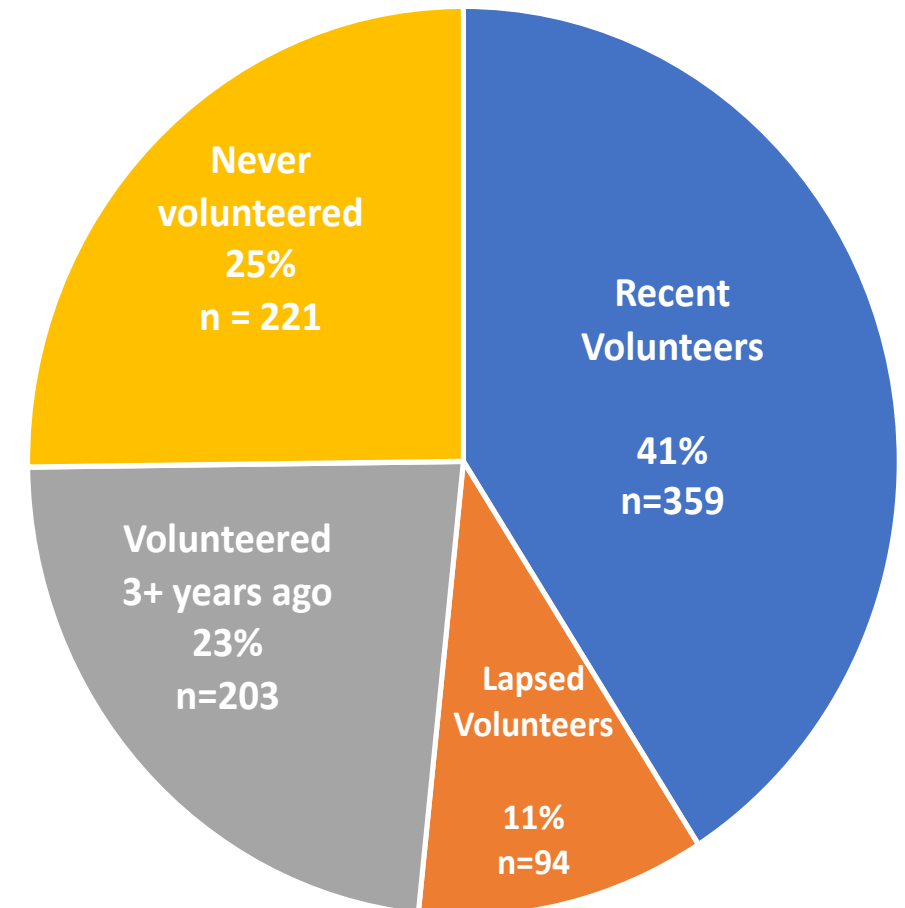
## 2. Research overview.

- The Time Well Spent Survey is an online survey of adults aged 18+ in Great Britain.
- The survey was conducted through YouGov’s panel, via an online self-completion questionnaire during May 2018
- The total sample size was 10,103, with a Scottish sample size of 877.
- The data was weighted to reflect the national population by key demographics: age, gender, education level and social grade.
- The survey focuses exclusively on **Formal Volunteering** – defined as “..... *Giving up time to help any groups, clubs or organisations in an unpaid capacity*”.
- The survey follows the methodology of the Scottish Household Survey (SHS) and Community Life Survey by asking respondents if they had been involved with any groups, clubs or organisations and then whether they had provided unpaid help to any groups, clubs or organisations, prompted by a list of activities.
- This methodology ensures that respondents’ report volunteer activities that they might not otherwise view as volunteering.
- While the SHS considers volunteering activities undertaken in the past 12 months, Time Well Spent gathers information on any volunteering in the respondent’s past. This provides a unique opportunity to analyse how the volunteer experience differs between current and past volunteers, the reasons why past volunteers stopped volunteering and reasons that non-volunteers have not participated in volunteering.

## 2. Research overview.

- By considering any volunteering in the respondent's past, Time Well Spent allows analysis of the following groups:
  - Recent volunteers, who have volunteered *at least once in the last 12 months*.
  - Lapsed volunteers, who volunteered *between one and three years ago*.
  - Those who have volunteered *in the past but more than three years ago*.
  - Those who have *never volunteered* through a group, club or organisation.
- Time Well Spent also allows for the analysis of the frequency of volunteering which follows the same definition as the SHS:
  - Frequent volunteers, who volunteered at least once a month (n= 246).
  - Occasional volunteers, who volunteered less frequently than once a month (n=98).

Figure 1 - NCVO Time Well Spent - Breakdown of Scottish volunteer types



\*n = sample size, number of adults in the category. Frequent and occasional volunteers does not add to the total of recent volunteers as there are 15 recent volunteers who responded don't know to the frequency with which they volunteer.

## 2. Research overview.

- The dataset also allows for analysis of different groups of volunteers:
  - **Age** - Due to the sample size age is grouped into two: under 55 and over 55.
  - **Socio economic grades** - The socio-economic grades analysed are ABC1 and C2DE.
  - **Gender**- Data is analysed for male and females.
  - **Disability** - Time Well Spent ask all respondents - Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? Responses of 'Yes, limited a little' or 'Yes, limited a lot' are classified as disabled while responses of 'No' are classified as non-disabled.
  - **Volunteer coordination** - all respondents are asked how their unpaid help is coordinated. This allows analysis of volunteers organised by a paid coordinator, by an unpaid coordinator and no coordinator.
  - **Sector of volunteering activity** – all respondents are asked the sector in which they volunteer, allowing for analysis of public, private and civil society volunteers.
  - **Employer Supported Volunteering** – all respondents are asked when they carried out their volunteering, including options for volunteering in their work hours or outside of work hours organised by their employer, allowing for a derived Employer Supported Volunteering (ESV) field which allows analysis to be undertaken for volunteers who volunteer as part of ESV and those who volunteer separate to their employment (non-ESV).

## 2. Research overview.

- This presentation analyses volunteer impacts, which focuses on:
  - Volunteers' perceptions about the impacts of volunteering on themselves, including the benefits they feel they receive from volunteering.
  - Any negative experiences of volunteering that volunteers have.
- This is the first time that Volunteer Scotland have had the opportunity to analyse data specific to volunteers' perceptions on both the benefits of their volunteering experience and any negative impacts of their volunteering.
- The results are illustrated with graphs. Detailed data tables are presented in the accompanying data tables workbook.

**Volunteer Scotland would like to thank NCVO** for providing access to the Time Well Spent Scottish dataset. Their support has enabled this rich dataset to be shared widely across Scotland for the benefit of researchers, policy makers and practitioners.

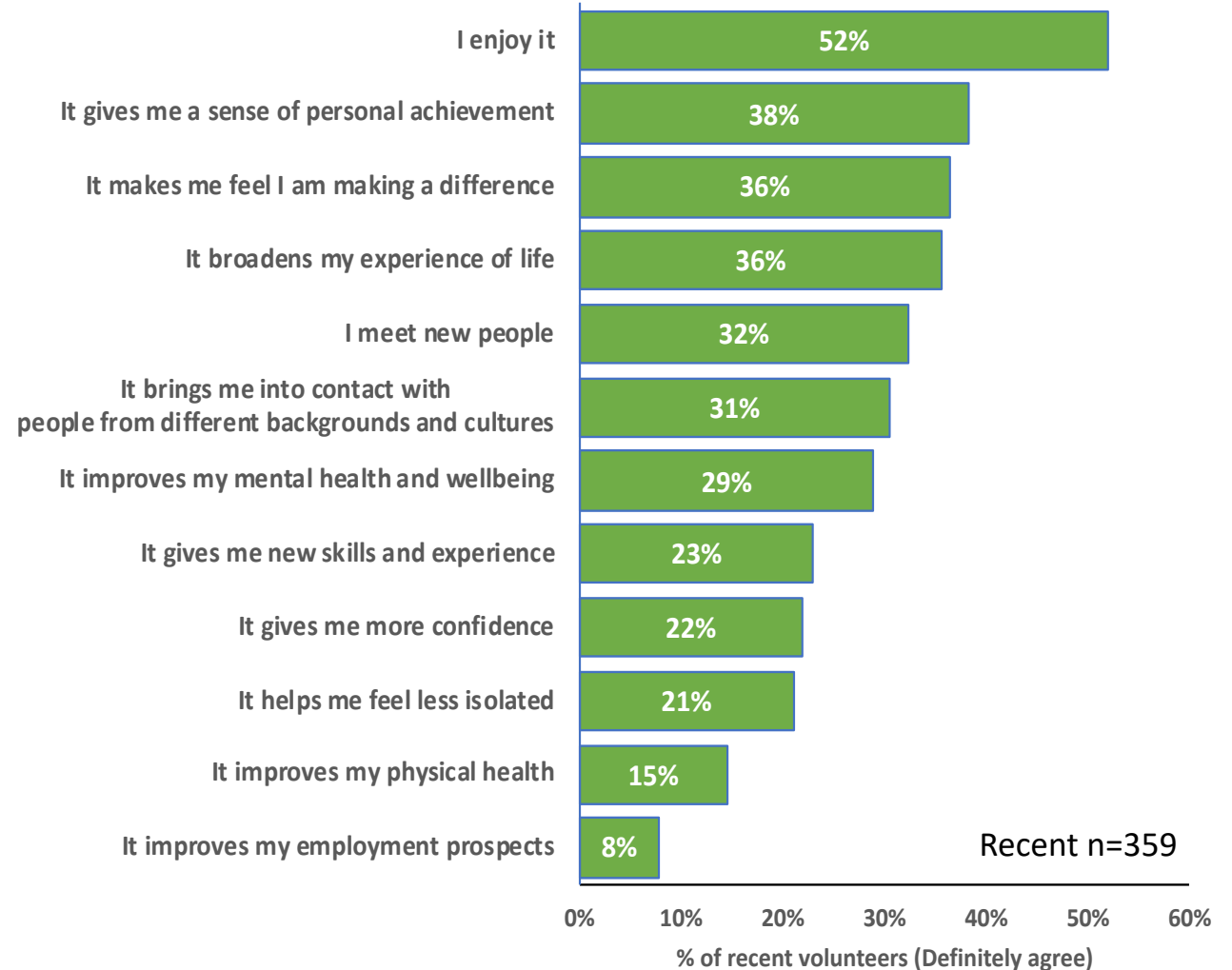
### 3. Perceived benefits of volunteering.

# Perceived benefits of volunteering

**‘I enjoy it’ was the most common benefit identified by recent Scottish volunteers (93% - which combines the ‘definitely agree and ‘tend to agree’ responses).**

- As well as being the highest-ranked benefit overall, volunteers also felt most positively about the enjoyment they got from volunteering, with more than half (52%) of volunteers ‘definitely’ agreeing with this statement. This was much higher than for all other statements (for which the proportion of those who ‘definitely’ agreed ranged from 8% to 38%).
- ‘I feel like I’m making a difference’ (91%), ‘It gives me a sense of personal achievement’ (89%), and ‘I meet new people’ (89%) also ranked very highly among recent Scottish volunteers (combining ‘definitely agree’ and ‘tend to agree’ responses)
- The most commonly perceived benefits from volunteering are the same for recent Scottish and recent GB volunteers.

Figure 2 - Perceived benefits from being involved in volunteering



# Perceived benefits of volunteering – by age and disability

## Age

**'I enjoy it' was the most common benefit identified by recent Scottish volunteers irrespective of age.**

- For recent volunteers aged under and over 55 the top two benefits are consistent :
  - 'I enjoy it' (91% under 55s, 97% over 55s).
  - 'It makes me feel I am making a difference (88% under 55s, 92% over 55s.)
- The third most popular perceived benefit varies by age:
  - Under 55s - 'I meet new people' (88%).
  - Over 55s 'it gives me a sense of personal achievement' (92%).
- 84% of recent volunteers over 55 agree that 'it improves my mental health', compared to 77% of under 55s.
- 81% of recent volunteers under 55 agree that 'it gives me new skills and experience', compared to 65% of over 55s.

## Disability

**'I enjoy it' was the most common benefit identified by recent Scottish volunteers irrespective of disability.**

- For recent disabled and non-disabled volunteers, 'I enjoy it' (91% disabled, 95% non-disabled) is the most commonly perceived benefit.
- For disabled volunteers the second and third highest ranked benefits are:
  - 'It makes me feel I am making a difference (91%)
  - 'I meet new people' (87%).
- For non-disabled volunteers the second and third highest ranked benefits are:
  - 'It gives me a sense of personal achievement' (91%)
  - 'It make me feel I am making a difference' (90%).
- 70% of disabled volunteers agree that volunteering ' helps make me feel less isolated' compared to 64% of non-disabled volunteers.

# Perceived benefits of volunteering – by frequency of volunteering and ESV

## Frequency

**‘I enjoy it’ was the most common benefit identified by recent Scottish volunteers irrespective of frequency of volunteering.**

- For recent frequent and recent occasional volunteers, the top benefit is consistent :
  - ‘I enjoy it’ (94% frequent , 95% occasional).
- The second and third most popular benefit varies by frequency:
  - Frequent Volunteers:
    - ‘It makes me feel I am making a difference (93%)
    - It gives me a sense of personal achievement' (92%).
  - Occasional Volunteers:
    - 'I meet new people' (89%)
    - ‘It makes me feel I am making a difference (86%) and ‘it broadens my experience of life' (86%).

## Employer Support Volunteering (ESV).

- For Non-ESV volunteers the three highest ranked benefits are:
  - 'I enjoy it' (95%),
  - ‘It makes me feel I am making a difference (91%)
  - 'I meet new people' (90%).
- For ESV volunteers the three highest ranked benefits are
  - 'It make me feel I am making a difference' (96%),
  - 'It gives me a sense of personal achievement' (93%)
  - ‘It brings me into contact with people from different backgrounds and cultures' (89%).
- 67% of ESV volunteers agree that volunteering 'improves my employment prospects' compared to 27% of non-ESV volunteers."

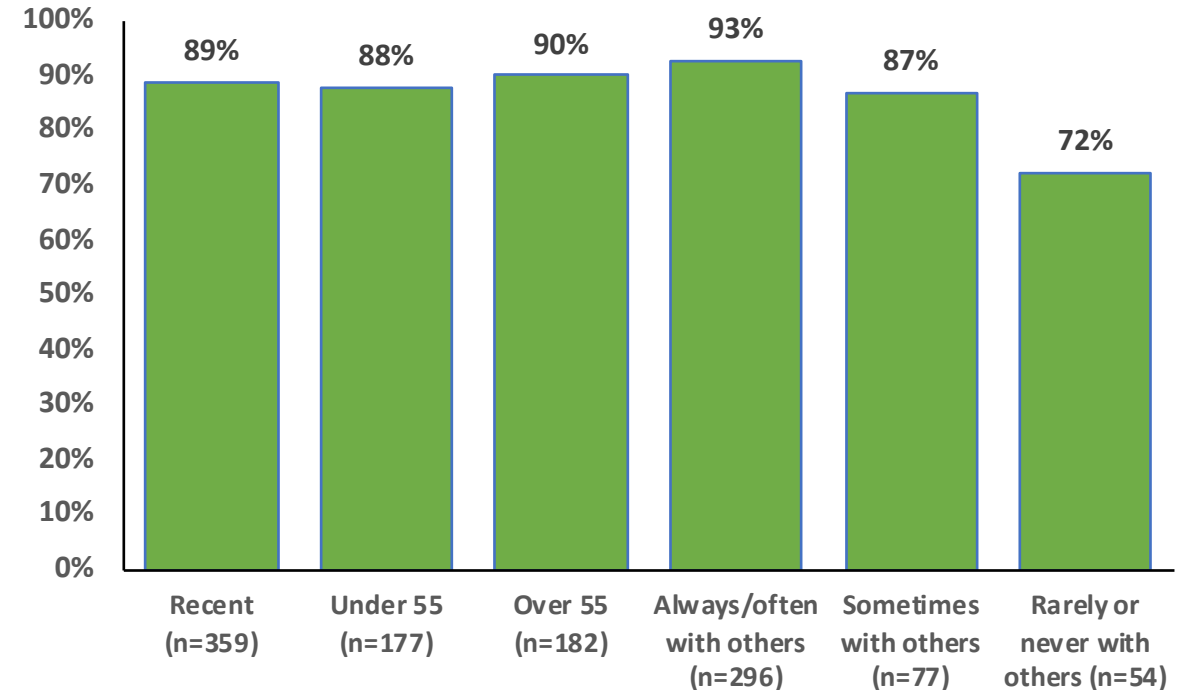


# Volunteering and social connections

**Almost nine in ten recent Scottish volunteers (89%) agreed that they had met new people through their volunteering.**

- This was particularly high among those aged over 55 (90%).
- Additionally, over eight in ten volunteers (83%) agreed that their volunteering had brought them into contact with people from different backgrounds.
- Those volunteering always or often alongside others were more likely to agree that they met people than those who were rarely or never with others (93% vs 72%) and more likely to say it had brought them into contact with people from different backgrounds and cultures (85% vs 69%).
- The Scottish findings mirror the GB-wide findings with the same proportion of recent Scottish and recent GB volunteers agreeing that they met new people, and a higher proportion of recent Scottish volunteers (83%) than recent GB volunteers (78%) agreeing that volunteering brought them into contact with people from different backgrounds.

Figure 3 - I meet new people  
% volunteers who agree



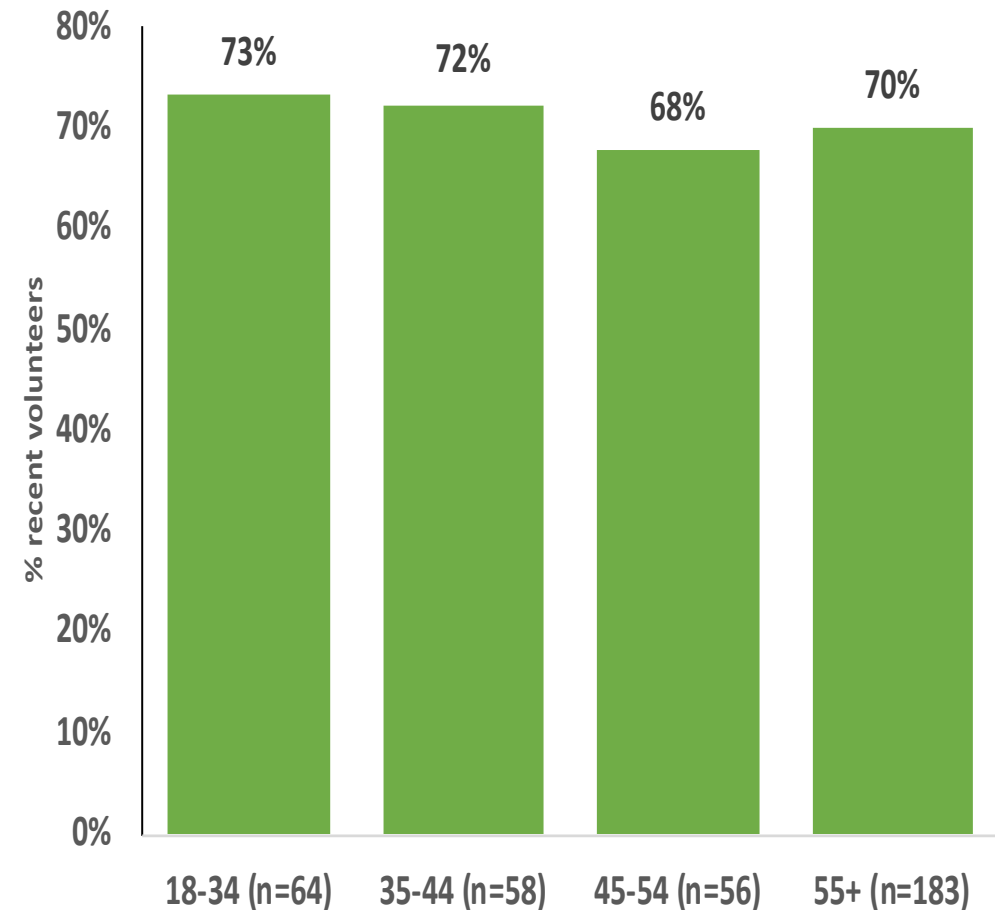
- NCVO highlights that “This echoes the findings of other research that indicate volunteers have higher levels of social connectedness than others and that volunteering both builds on existing social connections and generates new ones”.

# Volunteering and social isolation

## 71% of recent Scottish volunteers agreed their volunteering had helped them feel less isolated

- This was highest among 18–34 year-olds (73% agree) and 35–44 year-olds (72% agree).
- Volunteering helps to reduce social isolation for all age groups. The figures for the different age bands support this: 73%, 72%, 68%, 70%
- The Scottish level findings mirror those at a GB level, with a slightly higher proportion of recent Scottish volunteers (71%) agreeing that ‘it help me feel less isolated’ than recent GB volunteers (68%).
- Recent Scottish volunteers from lower socio-economic groups were more likely to agree that volunteering helped them feel less isolated than volunteers from higher socio-economic groups (77% of C2DEs vs 68% of ABC1s).

Figure 4 - It helps me feel less isolated / Age



# Physical and mental health benefits

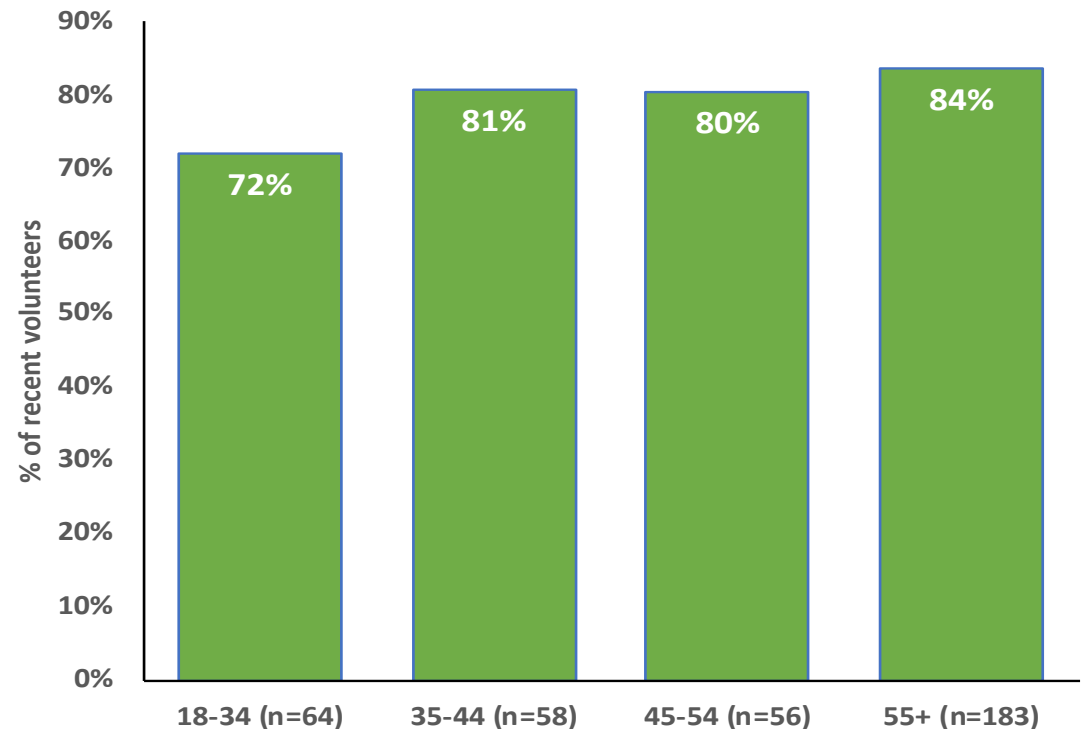
**Four out of five (80%) recent Scottish volunteers agreed that volunteering had improved their mental health and wellbeing; this compares with just over half (52%) who agreed their physical health had improved.**

- **Physical health benefits were most common for:**
  - 45-54 year old's (61% of 45-54 vs 48% of 18-34, 54% of 35-44, and 51% of 55+)
  - C2DE volunteers (54% of C2DE vs 51% of ABC1).
  - Those volunteering in safety / first aid (80%), Hobbies/ Recreation/ Arts/ Social clubs (64%) and Youth/ children's activities outside school (63%).

# Physical and mental health benefits

- **Mental health benefits were most common for:**
  - 55+ year old's (84% of those aged 55+ vs. 72% for 18-34 year old's, 81% for 35-44 year old's and 80% for 45-54 year old's)
  - C2DE volunteers (83% of C2DE vs 79% of ABC1).
  - Those volunteering in Youth/ children's activities outside school (93%), older people (91%) and religion (87%).

**Figure 5 – It improves my mental health and wellbeing / Age**



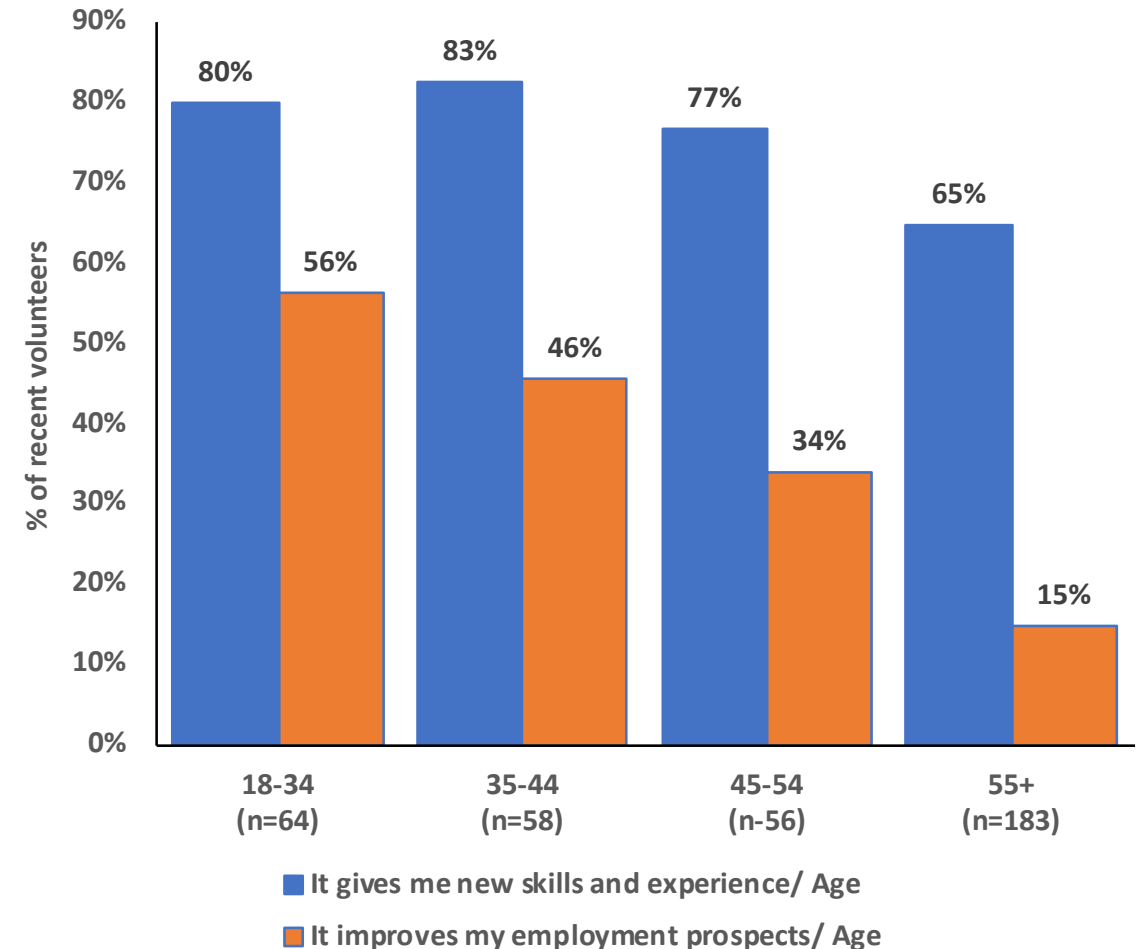
The Scottish findings are similar to the GB findings with a slightly higher proportion of Scottish volunteers agreeing that volunteering has a positive impact on their mental health (80% in Scotland vs 77% in GB) and a slightly lower proportion agreeing that volunteering has a positive impact on their physical health (52% in Scotland vs 53% in GB).

# Skills and Experience

Less than a third (30%) of recent Scottish volunteers agree that 'It improves my employment prospects' while 73% agree that 'It gives me new skills and experience'.

- 83% of 35-44 year old's agree that 'it gives me new skills and experience' compared to 65% of those over 55. There are only slight differences for other demographic groups.
- The groups most likely to agree that 'it improves my employment prospects' are:
  - ESV volunteers (67% agree vs 27% of non-+ESV volunteers).
  - Disabled volunteers (33% agree vs 25% of non-disabled volunteers).
  - 18-34 year old's (56% agree compared to 15% of 55+).
  - Public sector volunteers (39% agree compared to 18% of private sector volunteers).
  - Those that volunteer with a paid coordinator (41% agree compared to 17% of those who do not have a volunteer coordinator).

Figure 6 - Skills, experience and employment prospects by Age



# Motivations to start volunteering and perceived benefits

**The majority of recent Scottish volunteers get out of their volunteering what they hoped or intended to when they started volunteering.**

- 95% of volunteers who started volunteering to 'improve things / help people' agreed that 'it makes me feel like I am making a difference'.
- 100% of people who started volunteering to meet people /make friends agreed that they met new people.
- 92% of people who started volunteering to learn new skills agreed that 'it gives me new skills and experiences'."
- 86% of people who did not start volunteering to meet new people agreed that they met new people.
- 87% of people who did not start volunteering to help people / improve things agree that 'it makes me feel I am making a difference'.

# What volunteers feel they make a difference to

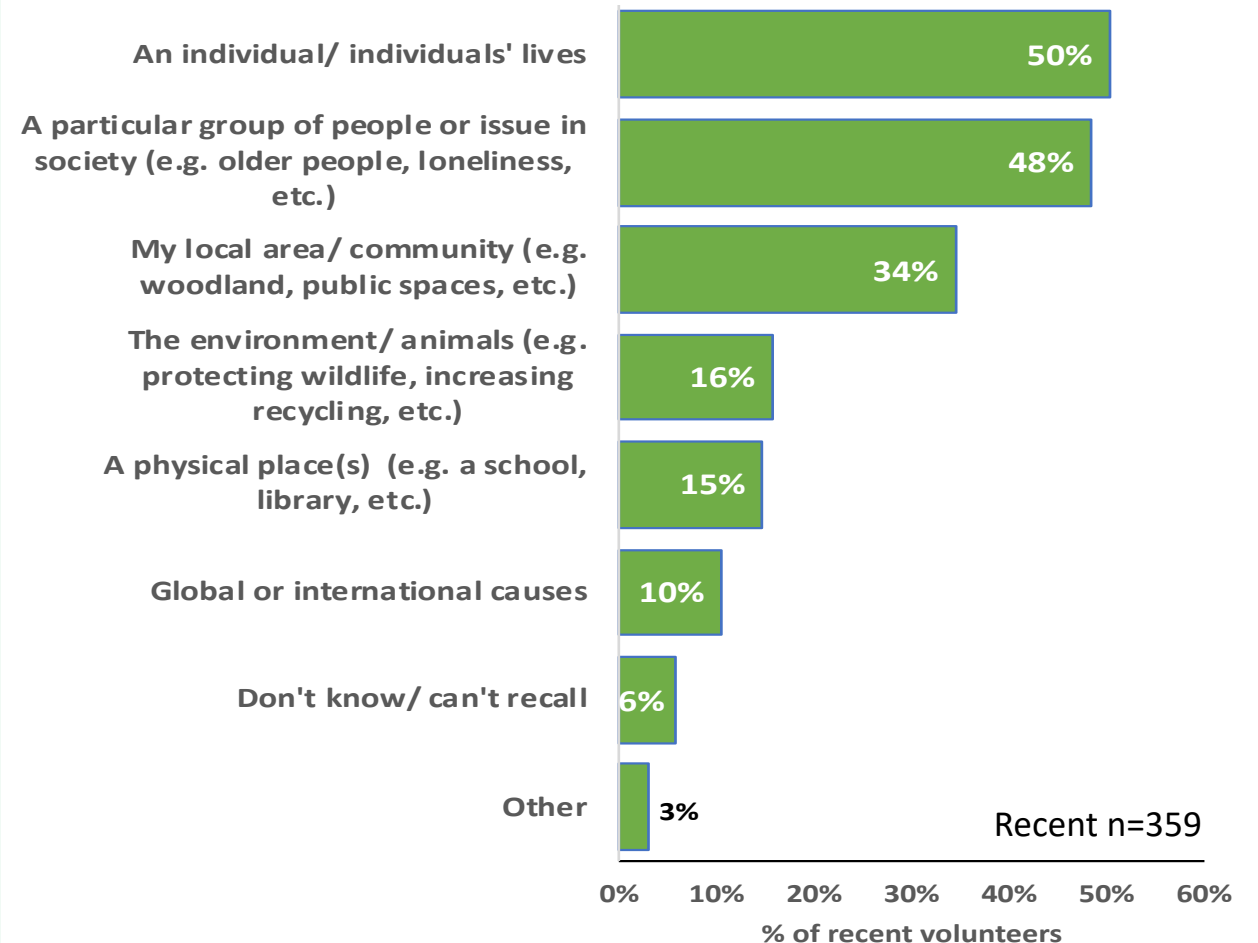
**Recent Scottish volunteers most commonly feel they make a difference to an individual's life or a particular group of people or issue in society.**

The largest proportion of recent Scottish volunteers (50%) felt they made a difference to an individual or individuals' lives, followed by a particular group of people or issue in society (48%). The least common area for volunteers to feel they made a difference to was global or international causes (10%).

Those volunteering for a public sector organisation were more likely to feel they made a difference to a physical place than volunteers giving time to civil society organisations (28% vs 12%), whereas those volunteering for civil society organisations were more likely to feel they were making a difference to a particular group of people or issue in society than volunteers giving time to private sector organisation (52% vs 42%).

The Scottish findings mirror the GB wide findings.

**Figure 7 – What volunteers feel they make a difference to**



## 4. Negative experience and impacts of volunteering

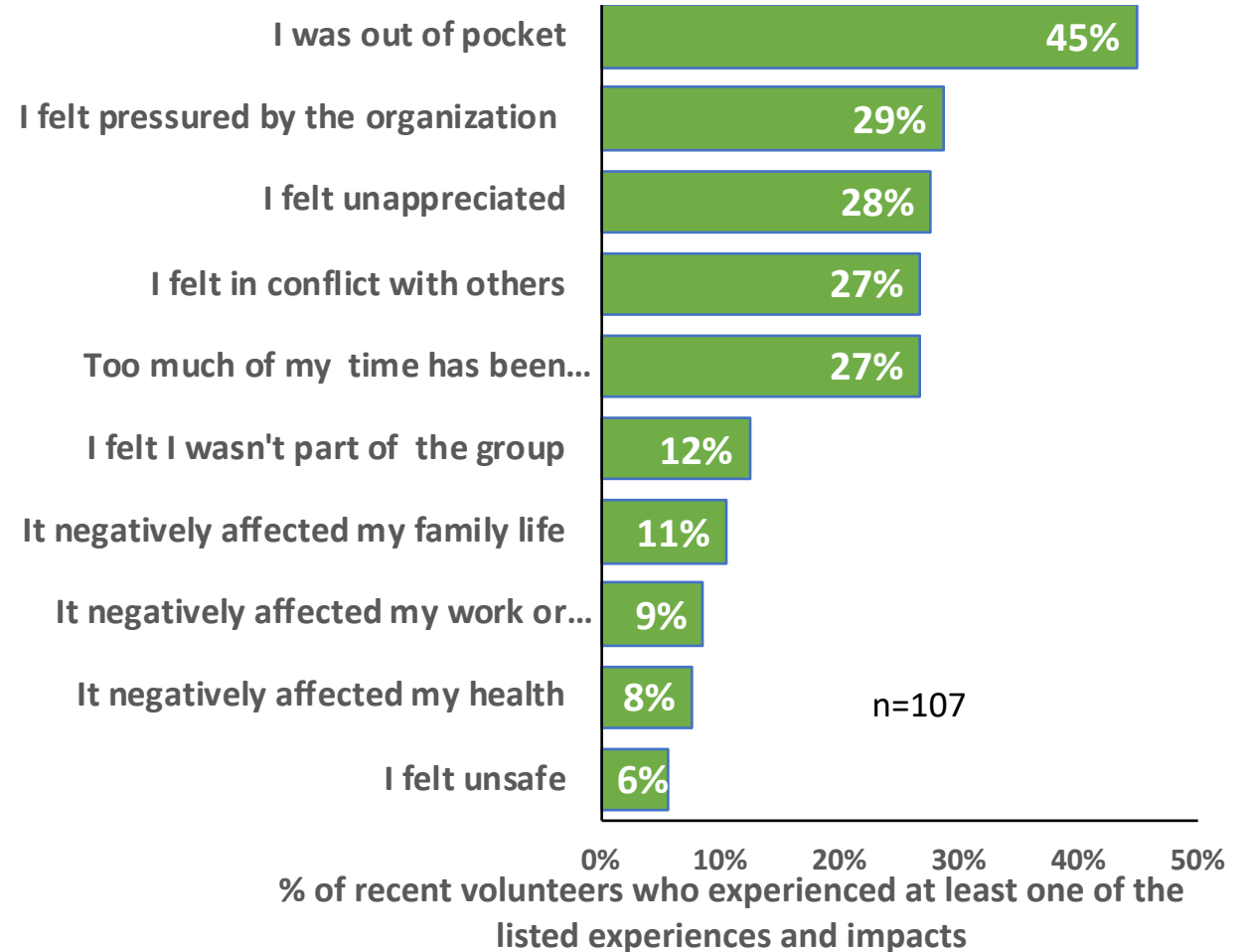


# Negative experiences and impacts of volunteering

## Negative experiences most commonly relate to expenses, pressure and recognition.

- Recent Scottish volunteers who had experienced at least one negative experience or impact most commonly reported issues related to: being out of pocket (45%), feeling pressured (29%), feeling unappreciated (28%), being in conflict with others (27%) and too much time being taken up (27%).
- For recent GB volunteers the most commonly reported issues related to too much time being taken up (33%), being out of pocket (31%) and feeling pressured (28%), unappreciated (27%) and in conflict with others (22%).
- This shows that recent Scottish and GB volunteers experience the same most common negative experiences or impacts. However, 'too much time' was most common for GB volunteers, while being put of pocket was most common for recent Scottish volunteers.

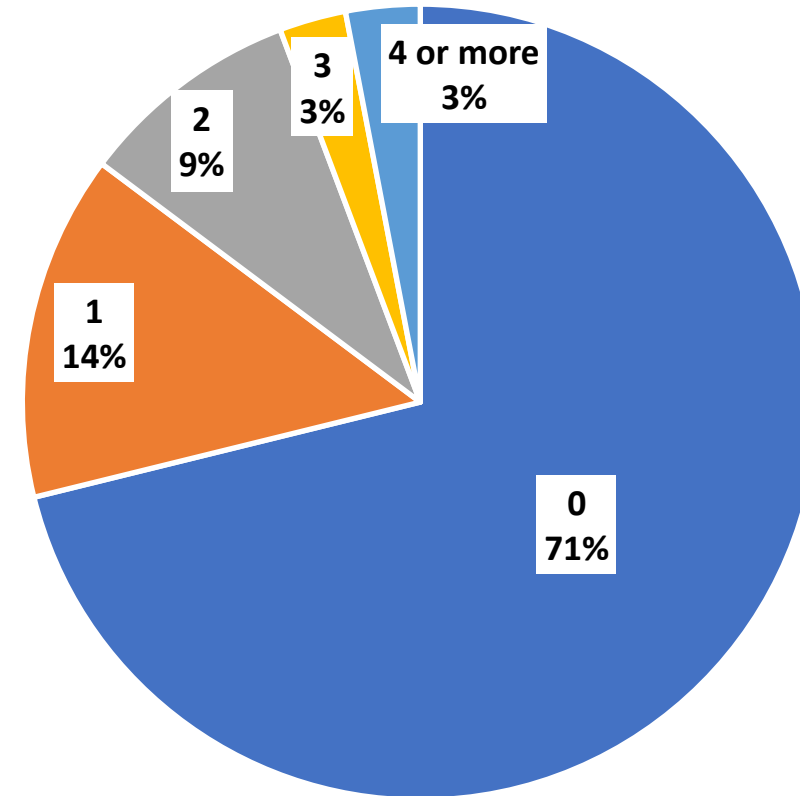
Figure 8 – Negative experience and impacts



# Negative experiences and impacts of volunteering

- The majority (71%) of recent Scottish volunteers said they had not experienced any of the negative experiences and impacts listed in the Time Well Spent questionnaire.
- 77% of volunteers over age 55 report no negative experiences compared to 64% of under 55s.
- 70% of disabled volunteers report no negative experiences compared to 71% of non-disabled volunteers.
- This reflects the largely positive perceptions among volunteers about their experiences, as outlined in the previous sections.

Figure 9 – Count of negative experience and impacts



Recent n=359

5. Food for thought – How do the perceived benefits of volunteering affect satisfaction?

# Perceived benefits of volunteer and satisfaction

- This presentation has analysed volunteers' perceived benefits from volunteering and any negative experiences and impacts volunteers have experienced during volunteering.
- Which of the perceived benefits from volunteering has the strongest positive relationship with overall volunteer satisfaction? Which of the negative experiences and impacts has the strongest negative relationship with volunteering?
- In order to consider which perceived benefits and negative experiences or impacts have a relationship with overall volunteer satisfaction a correlation matrix is used. A correlation matrix is a statistical technique used to determine if there is a statistically significant relationship between two variables and whether that relationship is positive or negative.
- Statistical significance is the likelihood that a relationship between two or more variables is caused by something other than chance. Statistical significance is used to accept or reject the null hypothesis, which hypothesizes that there is no relationship between measured variables.
- A correlation matrix using overall volunteer satisfaction and each of the survey fields detailed in section 3 shows which of the survey fields has a statistically significant relationship with volunteer experience and the direction of that relationship.

# What matters most for volunteer satisfaction

The three perceived volunteer benefits with the strongest positive relationship (more likely to be satisfied) with overall volunteer experience are:

- Improves my mental health and wellbeing.
- Making a difference.
- I enjoy it

The three negative experiences and impacts with the strongest negative relationship (less likely to be satisfied) with overall volunteer experience are:

- I felt unappreciated
  - I felt pressured by the group/ club/ organisation to do more than I would like / to continue my involvement
  - I felt I wasn't part of the group (excluded)
- There are some variations between the Scottish and GB results. For GB volunteers making a difference and I enjoy it are the volunteer benefits most likely to increase overall volunteer satisfaction. I felt unappreciated was the negative experience most likely to decrease overall volunteer satisfaction in Scotland and in GB, but in GB this was followed by I felt unsafe.

**Benefits from volunteering most strongly associated with satisfaction include; it improves my mental health and wellbeing, personal achievement and making a difference, and enjoyment.**

**Table 1: Overall, how satisfied or dissatisfied are you with your experience of being involved with this group, club or organisation?**

	Correlation coefficient
It improves my mental health and wellbeing	0.282
It makes me feel I am making a difference	0.254
I enjoy it	0.238
I felt I wasn't part of the group (i.e. excluded)	-0.231
I felt pressured by the group/ club/ organisation to do more than I would like/ to continue my involvement	-0.253
I felt unappreciated	-0.264

\* All statistically significant variables are provided in Appendix 2.

# Appendix 1: 'Time Well Spent' Survey Questions

# 'Time Well Spent' Survey Questions.

The Time Well Spent questions used to analyse 'Volunteer Impacts' are detailed below:

Time Well Spent question	Response Categories
<p>When people give unpaid help to groups, clubs or organisations, they get different things out of it.</p> <p>To what extent do you agree or disagree with each of the following statements about giving unpaid help to this group, club or organisation? (Please select one option on each row)</p> <ul style="list-style-type: none"> <li>• It made/makes me feel I am/ was making a difference I meet/ met new people</li> <li>• I enjoy/enjoyed it</li> <li>• It helps/helped me feel less isolated</li> <li>• It gives/gave me new skills and experience</li> <li>• It gives/gave me more confidence</li> <li>• It improves/d my employment prospects</li> <li>• It improves/d my mental health and wellbeing It improves/d my physical health</li> <li>• It broadens/ed my experience of life</li> <li>• It brings / brought me into contact with people from different backgrounds or cultures</li> <li>• It gives / gave me a sense of personal achievement</li> </ul>	<ul style="list-style-type: none"> <li>• Definitely agree</li> <li>• Tend to agree</li> <li>• Tend to disagree</li> <li>• Definitely disagree</li> <li>• Don't know / can't recall</li> </ul> <p>Responses are recoded into three categories:</p> <ul style="list-style-type: none"> <li>• Agree (definitely agree + tend to agree)</li> <li>• Disagree (tend to disagree and definitely disagree)</li> <li>• Don't know / can't recall</li> </ul>

# 'Time Well Spent' Survey Questions.

The Time Well Spent questions used to analyse 'Volunteer Impacts' are detailed below:

Time Well Spent question	Response Categories
<p>Still thinking about the group, club or organisation you gave this unpaid help to. Which, if any, of the following have you experienced when giving unpaid help with this group, club or organisation? (Please select all that apply)</p> <ul style="list-style-type: none"> <li>• I felt I wasn't part of the group (i.e. excluded)</li> <li>• I felt in conflict with others</li> <li>• It negatively affected my family life</li> <li>• It negatively affected my work or studies</li> <li>• It negatively affected my health and wellbeing</li> <li>• I felt pressured by the group/ club/ organisation to do more than I would like/ to continue my involvement</li> <li>• Too much of my time has been taken up</li> <li>• I felt unappreciated</li> <li>• I was out of pocket</li> <li>• I felt unsafe</li> <li>• None of these</li> <li>• Don't know/ can't recall</li> </ul>	<ul style="list-style-type: none"> <li>• No</li> <li>• Yes</li> </ul>



# 'Time Well Spent' Survey Questions.

The Time Well Spent questions used to analyse 'Volunteer Impacts' are detailed below:

Time Well Spent question	Response Categories
Count of negative experiences and impacts of volunteering.	<ul style="list-style-type: none"> <li>• Numeric count 0-8</li> <li>• Recoded into the following for analysis:               <ul style="list-style-type: none"> <li>• 0</li> <li>• 1</li> <li>• 2</li> <li>• 3</li> <li>• 4 or more</li> </ul> </li> </ul>

# Appendix 2 – Full correlation matrix – Volunteer satisfaction

# Appendix 2 – Full correlation matrix – volunteer satisfaction

Table 2: Overall, how satisfied or dissatisfied are you with your experience of being involved with this group, club or organisation?	Correlation coefficient	Statistical Significance
It improves my mental health and wellbeing	0.282	** Correlation is significant at the 0.01 level (2-tailed).
It makes me feel I am making a difference	0.254	** Correlation is significant at the 0.01 level (2-tailed).
I enjoy it	0.238	** Correlation is significant at the 0.01 level (2-tailed).
It broadens my experience of life	0.235	** Correlation is significant at the 0.01 level (2-tailed).
It gives me a sense of personal achievement	0.233	** Correlation is significant at the 0.01 level (2-tailed).
It brings me into contact with people from different backgrounds and cultures	0.217	** Correlation is significant at the 0.01 level (2-tailed).
It improves my physical health	0.211	** Correlation is significant at the 0.01 level (2-tailed).
It gives me more confidence	0.21	** Correlation is significant at the 0.01 level (2-tailed).
It gives me new skills and experience	0.185	** Correlation is significant at the 0.01 level (2-tailed).
I meet new people	0.148	** Correlation is significant at the 0.01 level (2-tailed).
/It helps me feel less isolated	0.129	** Correlation is significant at the 0.01 level (2-tailed).
Don't know/ can't recall	-0.099	** Correlation is significant at the 0.01 level (2-tailed).
I felt in conflict with others	-0.142	** Correlation is significant at the 0.01 level (2-tailed).
It negatively affected my work or studies	-0.176	** Correlation is significant at the 0.01 level (2-tailed).
rToo much of my time has been taken up	-0.188	** Correlation is significant at the 0.01 level (2-tailed).
It negatively affected my health and wellbeing	-0.193	** Correlation is significant at the 0.01 level (2-tailed).
I felt I wasn't part of the group (i.e. excluded)	-0.231	** Correlation is significant at the 0.01 level (2-tailed).
I felt pressured by the group/ club/ organisation to do more than I would like/ to continue my involvement	-0.253	** Correlation is significant at the 0.01 level (2-tailed).
I felt unappreciated	-0.264	** Correlation is significant at the 0.01 level (2-tailed).