



Consultation Response

Community Wealth Building

May 2023



About Us

Volunteer Scotland is Scotland's national centre for volunteering. We believe that volunteering should be an enjoyable, rewarding and fulfilling experience for the volunteer; that volunteers have the right to be safe and protected in delivering their volunteering roles; and that to derive health and well-being benefits from volunteering requires regular and meaningful contributions of time.

This response was developed following consultation with the Volunteering Action Plan Policy Champions Network (PCN). Volunteer Scotland facilitated a consultation event with 12 PCN members on 11th April. In addition, we held 1-1 discussions with several members who were either unable to attend the event or had additional relevant detail to share.

Should any queries arise from our response, please contact our Policy Officer by emailing sarah.latto@volunteerscotland.org.uk.

Introduction

The Scottish Government's ambitious plan around Community Wealth Building (CWB) has the potential to showcase and support the efforts of volunteers in creating thriving, resilient and sustainable communities. Volunteers have a vital role in the governance of community organisations, as well as the operational delivery of a range of community-based services. Indeed, wider Scottish Government ambitions which contribute to CWB, including health and social care, skills development and the just transition to Net Zero, all rely on the efforts of volunteers to be successful in community settings.

However, the consultation document does not mention volunteering, mirroring a lack of representation in many other key policy areas. The Covid-19 pandemic and the current cost of living crisis are having a significant impact on the capacity of the local public and third sectors, along with their volunteers, to engage with and deliver the CWB agenda without additional resource. A failure to align CWB ambitions with other relevant policy areas, coupled with recent experiences of the third sector and volunteers, has generated scepticism about the potential success of CWB in practice. As such, we have identified a range of recommendations to ensure that volunteers, and the organisations they support, have the capacity and resource required to ensure CWB is a success.

Question Responses

Q1. a) We are proposing a duty to advance Community Wealth Building, which form do you think this duty should take:

Option C

We believe that Option C has the potential to offer the best model for a duty to advance Community Wealth Building (CWB) for the third sector and its many thousands of volunteers, so long as the third sector is **not** held accountable to the duty. Indeed, we believe it is vital that the duty to advance CWB should mandate meaningful engagement with the third sector as a key partner in community planning partnerships. There are over [46,500 voluntary organisations in Scotland](#) and approximately 20,000 of these are community groups without charitable status. Meaningful engagement with such a diverse sector takes dedicated time and resource, and creating a statutory duty holding public sector partners AND Scottish Ministers to account would help to ensure that this takes place.

The third and community sectors, supported by thousands of volunteers, have been at the forefront of activity related to strengthening communities for hundreds of

years; long before the concept of CWB was established. Community organisations have long worked in partnership with the local public sector to ensure that communities thrive and much of this activity is underpinned by the efforts of volunteers. This includes the community council network, as well as numerous organisations and groups working to improve their communities such as those maintaining community green spaces or organising annual community events. It also includes the many organisations addressing inequalities, supporting health and wellbeing or promoting social connection.

In a recent [Herald article](#), George Eckton from Citizens Advice Scotland (CAS) reflected on the important role of Citizens Advice Bureaux (CABs), and the volunteers supporting them, to the CWB agenda and indeed to the wider Wellbeing Economy model. He states that CABs ‘have a strong track record of working closely with local communities and have a deep understanding of the challenges faced by those who are struggling to make ends meet’. He also argues that ‘the financial gains [CABs] unlock are spread out across the country and more often than not retained in the communities themselves’. This represents one example of how the community and voluntary sector, often led by volunteer activity, have a central role to play in the CWB agenda particularly in improving community wellbeing.

The contribution of the third sector and volunteers is also vital in achieving ambitions related to the Just Transition to Net Zero. Many organisations are deploying volunteers in roles to address the climate and nature emergencies. Indeed, the [Wildlife Crime in Scotland Annual Report for 2021](#) detailed the role of volunteers in monitoring protected species including badgers and red kites. Similarly, the [National Islands Plan Annual Report 2022](#) showcased the role of volunteers in the Orkney Native Wildlife Project. There are also organisations like [Greener Kirkcaldy](#) who engage volunteers in climate friendly gardening, sustainable travel and sharing information with the public about reducing their carbon footprint.

Despite this vital contribution, the current cost of living crisis has been particularly challenging for these sectors and the volunteers who support them. As such, their capacity to engage in, or contribute to, CWB activity is significantly diminished. The most recent [Scottish Third Sector Tracker](#) findings reflect this, with almost one third of organisations (32%) reporting that the financial health and sustainability of their organisation is in jeopardy as a result of rising costs. Most organisations, 58%, have also seen an increase in demand for services and activities.

We also believe that the cost of living crisis has had an impact on volunteer participation levels, with 30% of organisations reporting ‘volunteer shortages’ as one of their top 3 challenges. In our most recent [bulletin exploring the impact of the cost of living crisis on volunteering](#) from March 2023, it was found that the crisis is having a negative impact on the mental health of 49% of adults, and 43% of adults have reported challenges in spending time connecting with others. The cumulative

challenges presented by the cost of living crisis, as well as fatigue resulting from the COVID-19 pandemic, are likely to have a negative impact on volunteer participation. Indeed, our findings suggest that volunteers might be more susceptible 'if they are undertaking physically and emotionally demanding volunteer roles, and juggling their volunteering contribution with work, caring responsibilities, etc.'. The likely result of this is that volunteers are taking on additional hours and more complex cases, further increasing the risk of fatigue/burnout.

The financial challenges experienced by local authorities in recent months, and the difficult decisions many have had to make as a result, have also had a negative impact on the capacity of the third sector to engage with the CWB agenda. It was reported by the [Third Force News](#) in January this year that Midlothian council were proposing cuts to library staff and funds for community transport, as well as all grant funding for the third sector. The voluntary sector often supports the delivery of community-based early-intervention solutions and the current decisions being taken by local authorities will add significant strain public services. CWB must embrace preventative community-based solutions to ensure communities are able to thrive.

And this is not a wholly new challenge. One representative from a Community Council in Clackmannanshire highlighted that many services previously provided by the local council have been 'offloaded' onto the local community with no resource to support this. This includes the maintenance of local bus shelters and community flower beds. He stated that the threatened closure of the local library has left community volunteers 'at the end of their tether'.

The issue of local authority funding for community and volunteer-run projects reflects a wider scepticism about the role of local authorities in leading CWB activity. This is reflected in responses from recipients of the Volunteering Support Fund who were invited to share their views on CWB. One stated their belief that CWB 'is a tick box exercise to save money, not to support the local economy'. Similarly, at our consultation event, it was raised that the TSIs in some of the CWB pilot areas have not been meaningfully engaged in the process by local authorities.

With these points in mind, we feel that Option C is the best way forward for a duty to advance CWB. The third sector and their volunteers are at the frontline of much existing activity to promote community connection and resilience and are therefore a vital stakeholder in the design and delivery of CWB. As such, we believe that the public sector and Scottish Ministers should be statutorily obliged to ensure that the voluntary sector is meaningfully engaged in the process. We also believe that the third sector should have a key role in holding public sector bodies to account in meeting any duties to advance CWB.

b) One way Scottish Government could support the implementation of the proposed Community Wealth Building duty is to provide statutory or non-statutory guidance. Would this be helpful to partners in meeting the proposed duty?

Yes

We believe that statutory guidance to support the implementation of the CWB duty is necessary for ensuring that all stakeholders have clarity regarding their respective roles and responsibilities. We also believe it is vital that the contribution of volunteers to CWB, along with specific measures to promote and support volunteering, is reflected in statutory guidance.

In 2021, [30% of Scottish adult volunteers supported groups in their local community or neighbourhood](#), equating to 370,000 people. Similarly, in 2020, 25% of Scottish adult volunteers – almost 300,000 people – acted as a committee member or trustee. Volunteers underpin much of the activity that will ensure CWB is a success, particularly that related to the community ownership of land or property as trustees. As a result of this, we believe it is important for the guidance to set out clear standards for the engagement and support of volunteers.

Firstly, it is vital that efforts to implement CWB do not lead to the replacement of paid staff with volunteers. As detailed in our answer to question 1a, there is already scepticism in the sector that CWB could be a way to ‘offload’ public services provided by paid staff onto the shoulders of volunteers in local communities. There is evidence that volunteers are being increasingly asked to undertake roles or tasks previously done by paid staff. In a [survey conducted at our AGM in December](#), 13% of attendees reported that their organisation been asked to provide or change volunteering roles which replace some or all of the work of paid staff, or change volunteer roles to include tasks undertaken by paid staff. A further 25% felt that this was a possibility in the future.

To reinforce this point, in evidence presented to the [Local Government, Housing and Planning Committee on the 21st March](#) this year, the Chair of Largo Communities Together stated:

“The one thing that we struggle with at community level is that we are all volunteers. In some cases, we are trying to do with volunteers the work that would have been done at council level. A bit of capacity, so that we can continue to be board members but employ some people at an operational level would significantly change what we can do... Board members are trying to do operational work while having full-time jobs. I have a full-time business. We are going to run out of capacity. How do we take the step to providing more services at community level without having to call on

more volunteering by the same few people? We also want to provide jobs, which are needed in our community.”

Volunteer Scotland, together with the STUC, developed the [Volunteer Charter](#) in 2019 to assure legitimacy and prevent exploitation of volunteers and paid workers. It sets out 10 principles, including that ‘volunteers should not carry out duties formerly carried out by paid workers nor should they be used to disguise the effects of non-filled vacancies or cuts in services’. The Volunteer Charter also features several principles to safeguard the quality of volunteer experiences, including ensuring that volunteers are reimbursed for their out of pocket expenses and that effective structures are in place to support, train and develop volunteers. **Given the centrality of volunteering to ensure the sustainability of CWB, and the clear potential in the communities space for job substitution to take place, it is vital that the Volunteer Charter is reflected in statutory guidance.**

It was also raised in our consultation event that the language used to describe CWB in the Consultation Document did not adequately reflect the role of the voluntary sector or the experiences of volunteers. This is perhaps reflected in the quite narrow interpretation of ‘wealth’ within the document, and the strong focus on economic development over wider measures of community wellbeing. Indeed, there was also concern at the apparent disconnect between CWB ambitions detailed in the Consultation Document and the overarching aim around becoming a Wellbeing Economy. One participant of the event stated that:

“I think we need to have a much more holistic sense of what do we mean by community and what's the role of volunteering in successful communities and fulfilling wellbeing and health and wellbeing at a community level... I know we get caught up in the word ‘wealth’ and what that denotes, but it's actually about strong communities. It's building stronger communities and it's protecting those communities.”

We feel that this disconnect with the language in the CWB consultation document increases the risk that the local third sector and community volunteers will struggle to engage with the legislation or indeed the accompanying guidance. A further concern is that CWB guidance would be additional to a range of other guidance documents with community organisations as one intended audience, such as that related to [community planning](#), [land reform](#) and support [wellbeing economy](#) ambitions. A further concern is that CWB guidance would add to a fairly cluttered landscape of existing guidance documents with community organisations as one intended audience, such as that related to [community planning](#), [land reform](#) and supporting [wellbeing economy](#) ambitions.

As such, we would recommend that further consultation, targeted at community groups and volunteers, is undertaken to ensure that the language

used in the statutory guidance reflects the specific contribution of the third sector and volunteers to the CWB agenda,

To ensure a clearer link between CWB and other relevant policy areas, including wellbeing, we would also recommend that the statutory guidance contains reference to the Scottish Government's [Wellbeing Economy Toolkit](#) launched in November last year, and ties in with existing relevant guidance in this space.

Q2. a) Are there other non-legislative measures that you believe are required to accelerate the implementation of the Community Wealth Building approach in Scotland?

Yes

As previously stated in our answers to Question 1a and 1b, there are a number of barriers to implementing CWB that legislation alone will not address. In particular, the third and community sectors will require additional resource to engage with the design and delivery of CWB locally. Additionally, local authorities also do not have sufficient resource to sustainably support CWB activity in local communities, leading to a perception that CWB could be a way for local authorities to 'offload' the responsibility for certain public services to volunteers in communities. **For CWB to work in practice, significant additional dedicated resource is required at a local authority level, with clear guidelines for its sustainable distribution to local community organisations contributing to the CWB agenda and for the meaningful and appropriate engagement of volunteers.**

There is also a need to improve the culture of engagement between local authorities and the third/community sectors to ensure that the latter are meaningfully engaged in decision-making processes around CWB. In a conversation with a Clackmannanshire-based Community Council representative, he revealed that his Community Council were given two weeks to contribute to local CWB plans. Given the fact that Community Councillors are volunteers, and that they are obliged to engage with their wider community, two weeks is insufficient. This echoes a statement from our CWB consultation event where one participant stated that 'there's a lot less involvement with the [third] sector than you'd expect' when referring to the CWB pilot areas.

In ['Planning with People' guidance](#) published by the Scottish Government on the 21st April 2023 for NHS Boards, IJBs and Local Authorities to consult with communities on health and social services, it states that 'in order to be effective, community engagement must be relevant, meaningful and have a clearly defined focus'. It also states that:

‘The length of time it will take to engage the community, and the budget required, is dependent on a range of factors, including the level of impact, level of public participation required, and the community engagement tools and techniques chosen for each stakeholder group. The higher the level of impact and more stakeholders there are, the more time and resources will need to be allocated to community engagement.’

This guidance, based on the [National Standards for Community Engagement](#), details the standards for community consultation and engagement that we would expect. **Given the feedback we have received, we would recommend that efforts to implement the CWB approach in Scotland must be underpinned by clear expectations for anchor organisations around meaningful community engagement, based upon the National Standards as we have seen with the ‘Planning with People’ guidance.** Organisations operating in local communities often have the best insight into how the wellbeing and wealth of that community can be improved.

Finally, to ensure high standards of volunteer engagement in CWB programmes, we would recommend that organisations are asked to commit to a relevant quality standard. Volunteer Scotland has developed a [Quality Pipeline](#) for organisations that involve volunteers, including the Volunteer Charter, the Volunteer Friendly Award for smaller organisations, and the Investing in Volunteers award for medium to large organisations. This pipeline provides a clear method for ensuring that volunteer involving organisations are delivering consistently high quality, appropriate and safe volunteer experiences.

b) Are there specific actions required to advance delivery of the items contained within the Shared Policy Programme outlined on page 11?

Yes

Regarding the final item contained within the Shared Policy Programme - to base public sector capital and revenue funding decisions on targeted social, economic and environmental outcomes – we would again stress the need for meaningful consultation with the third/community sector. Only by consulting with those individuals in communities will funding decisions reflect community need. Please see our answer to question 2a for detailed description about what constitutes meaningful engagement.

Q4. Employment law is reserved to the UK Parliament. Are there other devolved areas where the law could be changed to advance the workforce pillar of Community Wealth Building?

Yes

Firstly, we believe it is vital to ensure that volunteers are acknowledged as a key part of the CWB workforce within CWB legislation. As stated in our answer to question 1b, the 2021 Scottish Household Survey results revealed that 30% of Scotland's adult volunteers support activity in their local communities. This equates to approximately 370,000 people. Whilst volunteers are unpaid, time is itself a valuable commodity. By giving their time, volunteers are making a significant investment in their communities which will often, in turn, generate wealth as well as contributing to wider community wellbeing. Indeed, it is estimated that volunteering contributes [£5.5 billion](#) to Scotland's economy.

Volunteers, as trustees, provide governance for the many thousands of community organisations that operate across Scotland. This includes trustees for community owned assets or in Community Development Trusts. Volunteers also support the development and resilience of communities through, for example, maintaining local green spaces, delivering shopping or prescriptions to those in need or upskilling community members through digital literacy or ESOL classes. All of this activity helps to improve the economic wellbeing and resilience of communities.

Participation in volunteering also has significant health, wellbeing and employability benefits. Our [2018 research report into the impact of volunteering on health and wellbeing](#) explores the interrelationship between volunteering, employment and wellbeing. It found that volunteering can lead to intermediate outcomes of new/enhanced skills, social capital and confidence, which in turn lead to improved mental and physical health and social inclusion. These can enhance individuals' ability to access employment. The research also found that the benefits of volunteering for improving wellbeing, and ultimately supporting access to employment, are more pronounced for individuals who experience additional barriers such as those with disabilities or from more deprived communities.

Explicit recognition of volunteers in CWB legislation will help to ensure that the specific needs of volunteers are met, whilst also putting in place measures to ensure volunteering continues to thrive. This is particularly pertinent at present given the challenges facing both volunteers and volunteer involving organisations, as detailed in our answer to question 1a.

Secondly, the contribution of volunteers and volunteering to the CWB workforce could be better reflected in a number of other devolved legislative or policy areas. In

particular, the Scottish Government's [Fair Work action plan](#) published in December last year – a key tenet of CWB – does not currently acknowledge volunteering. We would recommend two additions to the Fair Work action plan that would reinforce the contribution of volunteers and volunteering in the Fair Work agenda: the principles of the Volunteer Charter and a commitment to Employer Supported Volunteering.

As discussed in our answer to question 1b, the [Volunteer Charter](#) sets out the 10 key principles for assuring legitimacy and preventing exploitation of workers and volunteers. These principles help to underpin good relations within a volunteering environment by ensuring volunteer roles are appropriate and do not undermine the sustainability of paid roles. **Given the challenges detailed in our answer to question 1b, we would recommend that the principles of the Volunteer Charter are explicitly referenced in future iterations of the Fair Work action plan.**

We also believe that a commitment to Employer Supported Volunteering (ESV) should be reflected in the Fair Work action plan. ESV is an initiative supported by an employer to assist staff in participating in all forms of volunteering. Often it takes the form of dedicated time, during paid hours, to volunteer or flexible working hours to allow individuals to volunteer more easily.

As previously stated, participation in volunteering has measurable benefits for wellbeing and employability and as such is a valuable personal development activity for paid workers. The aforementioned [research exploring the impact of volunteering on health and wellbeing](#) also found that:

“The skills and experiences derived from volunteering can complement and support their career in terms of taking on new roles and responsibilities, securing promotion, etc. Furthermore, these benefits are likely to be stronger the more disadvantaged the individual.”

Similarly, in [our analysis of Time Well Spent](#) research, we found that one of the groups most likely to report that volunteering improves their employment prospects are those engaged in Employer Supported Volunteering (ESV).

Scotland's [Volunteering Action Plan](#), published in June last year, recognises the importance of ESV, calling for a 'national approach to Employer Supported Volunteering which includes an agreed value statement, guidance and accreditation routes and signposting to existing services.' The workforce pillar of CWB is committed to Fair Work principles, but also details a commitment to 'support for skills development, in work progression and employee wellbeing, including for those at risk of potential exclusion from labour market in the future'. As such, ESV would be a valuable addition to future Fair Work plans and guidance.

There are a number of business models that promote ESV already. One business model that prioritises ‘people, communities and the planet’ is the [B Corporation](#) led by B Lab. A growing number of enterprises globally, of varying size, are seeking B Corp certification to demonstrate their commitment to high standards of social and environmental performance, transparency, and accountability. One way that B Lab encourage companies to give back to their communities is through employee volunteering. In one page on their website, it states that:

“Because B Corps hold community as one of their valued stakeholders, giving back to the people and organizations around them is a strong component of being better businesses. It’s also an important component of B Corp Certification: The B Impact Assessment evaluates B Corps on the strength of their community focus and encourages them to increase and amplify these efforts.”

Similarly, Business in the Community (BITC) promote ESV and have produced an [Employee Volunteering Guide](#), and several platforms exist which support businesses to link their employees with relevant opportunities. These include [Pilotlight](#), which supports charities to ‘harness the experience of business experts’ and Inspiring Scotland which facilitates a [Specialist Volunteer Network](#).

With this in mind, we recommend that the Fair Work action plan should include recommendations around promoting ESV, and could make reference to existing models that support employers to prioritise employee and community wellbeing.

Another key devolved legislative area which aligns with CWB is the education and skills agenda, an area where volunteering is again underrepresented. In our analysis of the [Scottish data from NCVO’s Time Well Spent research](#), 83% of 35-44 year olds agreed that volunteering ‘gives me new skills and experience’. Similarly, in the [Young People in Scotland survey from 2022](#), 46% of respondents found that volunteering helped them to learn new skills, 27% said it helped them to ‘be a leader’ and 12% said it helped them to learn ‘how to overcome challenges’. These employability benefits of volunteering are likely to have considerable benefits for the CWB agenda, particularly in developing the local workforce.

Volunteering also encourages young people to become responsible and engaged citizens, thus supporting ambitions related to the Just Transition to Net Zero. Children and young people will have to adapt and respond to the dual climate and nature crisis in the longer term. Participation in volunteering provides a valuable opportunity for them to build their confidence, learn new skills and develop an interest in protecting the natural world. For example, a [study by the University of Essex](#) in 2017 found that volunteering in nature for six weeks increased ‘pro-environment behaviour’ by over 50%.

As a result of these benefits of participation on volunteering for young people, in our [response to the National Discussion on Education](#) we recommended that access to volunteering should be a core part of the Scottish school curriculum.

The significant contribution of volunteering to the development of skills, and in particular meta-skills, reaches beyond childhood into adult life. Meta-skills are classified under three headings – self-management, social intelligence and innovation – and include ‘initiative’, ‘adapting’, ‘communicating’, ‘collaborating’ and ‘critical thinking. In [Skills 4.0](#), Skills Development Scotland identifies meta-skills as:

“timeless, higher order skills that create adaptive learners and promote success in whatever context the future brings. These are the skills that enable individuals to perform highly today; in a changed world of work they will be required by all of us.”

SDS are committed to reflecting the contribution of volunteering to meta-skills in their work, including working with Volunteer Scotland to review [‘My World of Work’](#). However, this contribution is not reflected in national strategy relating to skills and employability, with the exception of policy targeted at young people, making it more difficult to leverage resource. Indeed, in [Scotland’s Future Skills Action Plan](#), it was found that some of the skills lacking among job applicants include ‘solving complex problems’, ‘managing own feelings’ and a range of leadership skills including ‘managing or motivating other staff’. Despite this, the valuable role of volunteering in developing such skills is not mentioned in policy.

Similarly, the vital role of volunteers in supporting personal development in community settings is reflected in operational reports but is not as visible in Scottish Government strategic plans related to Community Education. The [CLD Standards Council](#) have committed to undertake more research to understand the impact of CLD volunteers, but existing findings show that ‘volunteers are a hugely valued part of the CLD workforce’, and volunteers ‘increase learning opportunities in their community’.

Given this important contribution of volunteering to CWB ambitions, we recommend that policy related to skills development and employability better recognises the vital role of volunteers, particularly in community settings.

Q5. Are there ways in which the law could be changed which are not already covered in the proposals for the Land Reform Bill to advance the land and property pillar of Community Wealth Building? Yes No Don’t Know Please provide a reason for your answer.

Yes

Volunteering has a vital contribution to the land and property pillar of CWB. In particular, ambitions related to community empowerment and land reform are often reliant on volunteers in communities taking on governance responsibilities as trustees. People in local communities accept significant responsibility and liability by becoming trustees for community assets, often in addition to their paid employment. Despite this, the fact that trustees are volunteers is not acknowledged in the [consultation paper](#) for the upcoming Land Reform Act, nor in the [Community Empowerment \(Scotland\) Act 2015](#).

We believe this is an oversight, and that it is important for CWB legislation to acknowledge that volunteers have a vital role in the land and property pillar.

This is particularly pertinent given the pressures many trustees face, and the barriers to becoming a trustee that many marginalised communities experience. Whilst the exact number of individuals who are trustees for community owned assets in Scotland is not clear, we do know that [711 assets were in community ownership in 2021](#), and each of these will have a number of trustees – often 5-10 – providing governance. In [research carried out by OSCR](#) in November 2020, it was found that many trustees were experiencing fatigue, particularly given that their voluntary trustee responsibilities were often additional to the challenges presented in their paid work. This is reflected in the most recent [OSCR survey results for 2022](#), which found that the recruitment of trustees is a considerable issue. In fact, charities reporting recruitment of trustees as an issue increased from 17% in 2016 to 25% in 2020 – a 47% increase.

It can also be particularly challenging for certain groups to participate as a trustee, leading to a pervasive lack of diversity amongst charity trustees. In the [2018 Scottish Household Survey](#), only 13% of formal volunteers aged 16-34 reported that they acted as a committee member or a trustee, compared with 36% of those aged 60 or over. A [report by the Charities Commission](#), covering England and Wales, found that 92% of charity trustees are white, 51% are retired and 75% have above the national median household income. In addition, a [report published by Reach Volunteering](#) in 2021 found that these figures are not representative of who is actually applying for trustee positions. In fact, more people from under-represented groups are applying for trustee roles than are being appointed in them, suggesting that there is a problem in the recruitment process.

In our [response to the consultation on the Charities \(Regulation and Administration\) \(Scotland\) Bill](#) last year, we highlighted these points and stated that the Bill did not do enough to address them. **To ensure that charity law is reflective of ambitions related to CWB, particularly under the land and property**

pillar, it is important to ensure that the Charities (Regulation and Administration) (Scotland) Bill, and any future review of charity law, addresses current capacity issues experienced by trustees, and responds to the current lack of diversity.

Conclusion

The Scottish Government's CWB plans hold great promise but the need for clearer policy alignment at a government level, coupled with the current lack of capacity and resource in the community sector, have led to scepticism about the Government's ability to deliver CWB in practice. To address these challenges, we have identified the following recommendations:

- Adopt Option C as the best model for a duty to advance Community Wealth Building (CWB) for the third sector and its many thousands of volunteers, so long as the third sector is **not** held accountable along with public sector partners. We believe that the third sector should in fact have a key role in holding Scottish Ministers and public sector bodies to account in meeting any duties to advance CWB.
- Develop Statutory Guidance to accompany CWB legislation, which reflects the role of volunteers in delivering CWB, and with explicit reference to the Volunteer Charter.
- Undertake further consultation, targeted at community groups and volunteers, to ensure that the language used in the statutory guidance reflects the specific contribution of the third sector and volunteers to the CWB agenda.
- That the statutory guidance contains reference to the Wellbeing Economy Toolkit launched in November last year.
- That the following non-legislative measures should be considered:
 - significant additional dedicated resource at a local authority level, with clear guidelines for its sustainable distribution to local community organisations contributing to the CWB agenda.
 - clear expectations for anchor organisations around meaningful community engagement, based upon the National Standards as we have seen with the 'Planning with People' guidance.
 - that organisations are asked to commit to a relevant volunteering quality standard, as detailed in the Volunteer Scotland Quality Pipeline.
- To support the Workforce Pillar:
 - that volunteers are acknowledged as a key part of the CWB workforce within CWB legislation.
 - that the principles of the Volunteer Charter are explicitly referenced in future iterations of the Fair Work action plan.

- that the Fair Work action plan should include recommendations around promoting ESV, and perhaps make reference to existing models that support employers to prioritise employee and community wellbeing.
- that access to volunteering should be a core part of the Scottish school curriculum.
- that policy related to skills development and employability better recognises the vital role of volunteers, particularly in community settings.
- To Support the Land and Property Pillar:
 - That CWB legislation acknowledge that volunteers have a vital role in the land and property pillar as trustees.
 - to ensure that the Charities (Regulation and Administration) (Scotland) Bill, and any future review of charity law, addresses current capacity issues experienced by trustees, and responds to the current lack of diversity.



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