

## The Turning Tides Project Volunteer strategy

### The Turning Tides Project

The Turning Tides Project (TTTP) is a Community Interest Company that aims to make equal access to music, the arts and life a reality for people with 'learning disability' or 'autism' labels. TTTP takes a Social Model Approach

### The Social Model of Disability

The Social Model of Disability is a way of understanding the lives of Disabled People. A 'Disabled Person' is someone that is excluded from aspects of day to day life because of something that is considered 'different' about how their mind or body or both work. What disables them is not their difference but society's failure to be #Inclusive. A Social Model Approach addresses this inequality by identifying and removing the barriers that prevent #Inclusion.

Within a Social Model Approach, the responsibility for removing the barriers that create 'disability' belongs to everyone.

TTTP receives requests from:

- Individuals, with and without 'learning disability' or 'autism' labels who would like to volunteer for TTTP
- Individuals with 'learning disability' or 'autism' labels who would like support to volunteer within their community
- Community organisations that would like TTTP volunteers to support local events and initiatives.

In response TTTP has launched a Social Model Approach to volunteering.

#### Aim:

To demonstrate that, in an #inclusive environment, everyone can contribute, through volunteering their time, skills and enthusiasm.

#### Objectives:

To develop the self confidence and skills of people who are part of TTTP so that they feel able to volunteer.

To create opportunities within TTTP for people with and without 'learning disability' and 'autism' labels to develop volunteering roles.

To ensure that TTTP volunteers are confident about and proud of their contribution.

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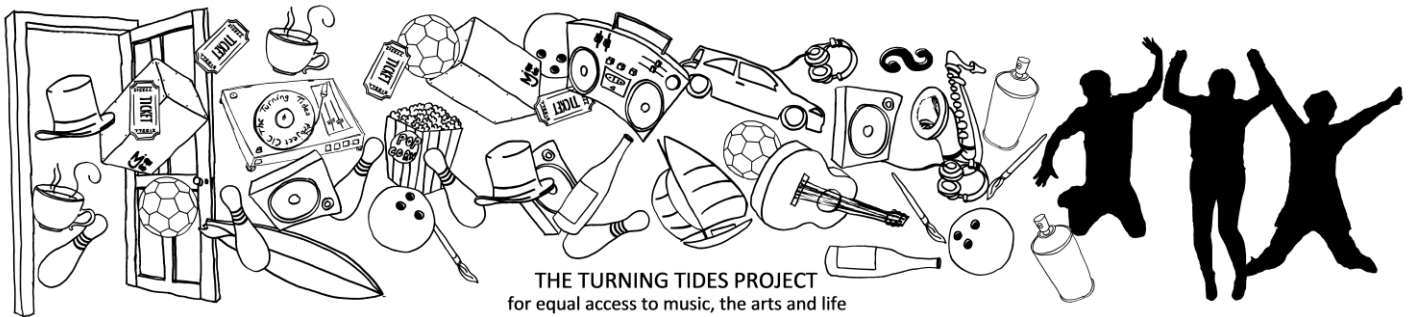


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To establish development routes to ensure that volunteers are supported to gain skills and qualifications.

To ensure that TTTP volunteers contribute to the sustainability of TTTP.

To support people with 'learning disability' and 'autism' labels to contribute, as volunteers, to the life of their community.

### TTTP Volunteering approach has three components:

1. People with and without 'learning disability' or 'autism' labels contributing to the work of TTTP.
2. People with 'learning disability' or 'autism' labels being supported to contribute to the life of their community.
3. Members of The Turning Tides Support Network actively engaged as volunteers, in the work of TTTP.

### Accessible Systems and Processes

TTTP Volunteering Policy is concise and follows the same shape as all TTTP Policies.

TTTP Volunteering Contract mirrors the Contracts for all TTTP job roles, is colour-coded, for ease of access and is shared with each volunteer verbally and on paper.

Each individual volunteer has a personalized and agreed Volunteering Contract.

### Measuring the Social Impact of TTTPs Volunteering Strategy

TTTP measures its Social Impact by identifying the difference made to:

- Individuals who are part of TTTP
- The population of people with 'learning disability' or 'autism' labels
- The community
- The sustainability of TTTP

### Individuals:

The Turning Tides Project has:

- 5 contracted volunteers
- 10 informal volunteers
- 5 people in the process of becoming volunteers

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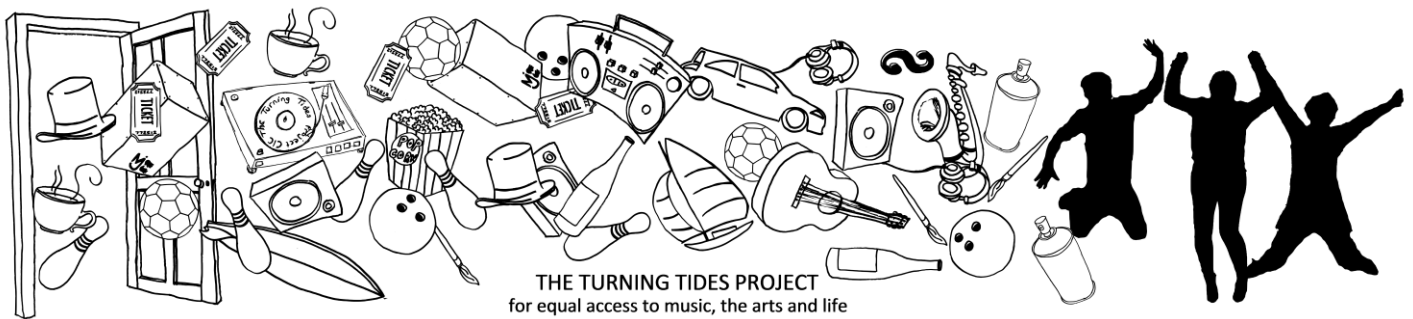


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Skills and qualifications gained by TTTP volunteers include:  
 City and Guild Train the trainer.  
 Pre-coaching qualification.  
 Level 1 Football coaching qualification.

In addition to the self confidence and skills gained through volunteering, TTTP volunteering strategy enables people with 'learning disability' or 'autism' labels to participate in and contribute to TTTP sessions and projects without incurring support charges.

This means that people:

- without funding for support can be part of TTTP
- with funding can agree, through their volunteering contract, a combination of voluntary and supported roles that maximizes the opportunities available to them and keeps the cost of wide and creative access, within budget.

The population of people who have 'learning disability' or 'autism' labels  
 TTTP's volunteering approach showcases ability and contribution. We aim for this to positively impact upon the opportunities available to those who are not part of TTTP.

There is a steady increase in the number of people, particularly with 'autism' labels that are approaching TTTP to discuss volunteering opportunities.

### The community

TTTP have volunteered for:

- Crediton Christmas Tree Festival
- Okehampton Edwardian Night
- Tesco Food Bank

In 2018, TTTP will actively seek opportunities to share the Social Model Approach to Volunteering with local organisations, the Local Authority and providers of community and Social Care services

### The sustainability of TTTP

Volunteers are currently supported to:

- Co -Coach our #inclusive football team
- Staff our pop-up shop
- Lead a Dungeons and Dragons session
- Co-train our Social Model of Disability workshops
- Design and create products sold in our shop,
- Provide support at performances

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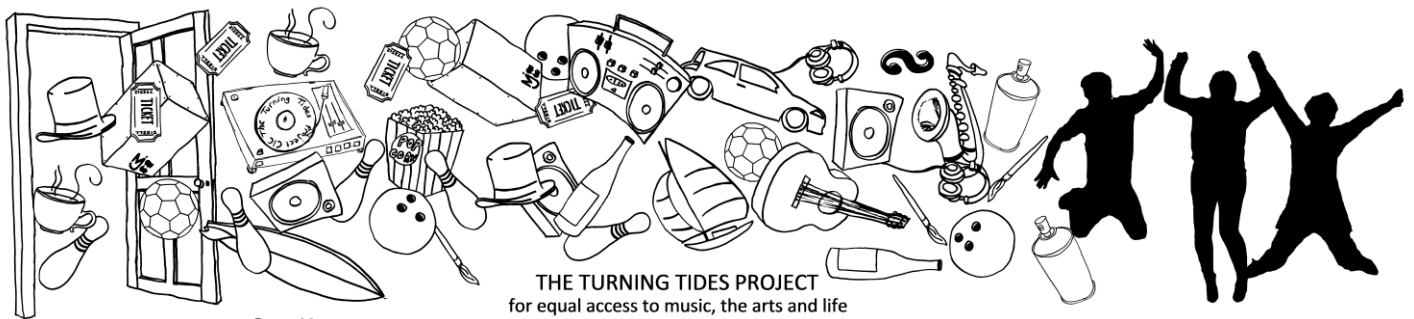


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- Staff our #inclusive catering service.
- Co-facilitate our #inclusiveink workshops
- Perform as members of TTTP Big Band
- Film at TTTP and Community events
- Contribute to the evaluation of organisations and venues seeking TTTP #inclusive endorsement.

## The Barriers to #Inclusive Volunteering

Identifying the Barriers to inclusion is a key component of taking a Social Model Approach: Acknowledging and understanding the barriers encountered informs development.

### Individual Barriers

For some people the expectation that they can and should contribute has been a challenge. The quality of the support given to individuals in their exploration of this challenge is critical. This support includes the feedback they receive from family, friends and their community as well as the expectations of their formal support providers.

In an enabling environment, everything is possible, and everyone can make a valuable contribution.

### Community and TTTP Barriers

Individuals support can be complex and might be planned well in advance. TTTP volunteers will be much more likely to respond positively to requests to volunteer for community events when given:

- At least a month's notice
- As much detail as possible about both the event and the volunteering role.

### Next Steps

- Increase number of formal TTTP Volunteers and support them to develop their skills and qualifications
- Develop Small Talk versions of TTTP Volunteering Strategy and Contracts
- Develop the progression routes from TTTP Volunteer to TTTP Supported employee

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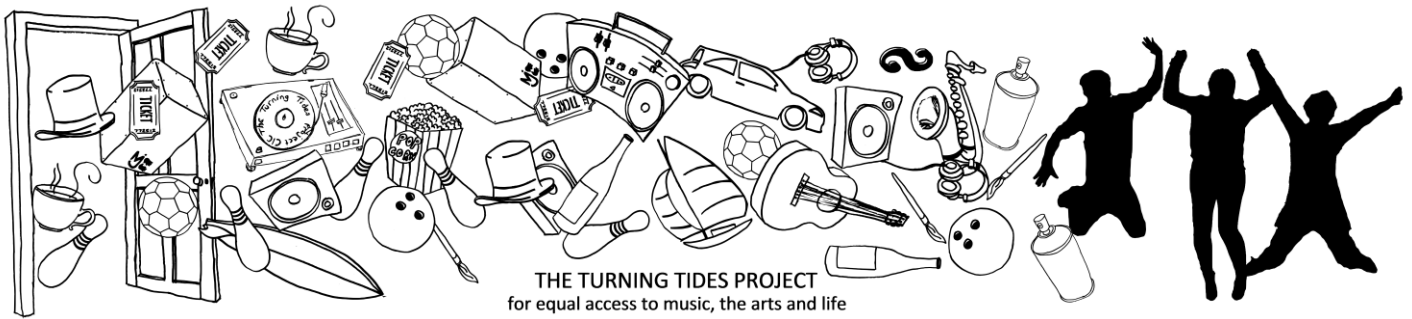


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<http://www.theturningtidesproject.org.uk/employment-services.html>

- Increase TTTP volunteering at Community Events
- TTTP aims to develop 3 new TTTP Volunteering schemes in 2018 once funding has been secured. Each scheme will be #inclusive and will bring with a pilot that is evaluated by TTTP Evaluation team,
  1. A Network Scheme, in collaboration with Devon carers that creates relationships between TTTP support workers and TTTP Volunteers and Carers and the people they care for. The scheme creates environments in which every person in the network both contributes and receives support.
  2. A Gardening Scheme staffed by supported TTTP volunteers.
  3. A computer upcycling scheme.

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