



Person Specification – for all roles

The volunteer will need to:

- maintain confidentiality
- respect and maintain boundaries
- possess a high standard of active listening skills
- be empathically understanding
- appropriately assertive
- open to the views of others and non-judgmental
- discreet and tolerant
- flexible
- able to work in an empowering way.

Where volunteering takes place

This varies and can take place in a number of settings depending on the needs of the partnership e.g. leisure or educational setting, care environment, own home or at Onside's office.

Time Commitment

This varies and requires flexible arrangement to be agreed after negotiation with all parties involved. It is certainly possible to organise your volunteering around your other commitments.

Accountability

Each partnership is unique; accountability is to the partner in the first instance. Onside, however, maintains the right to regular contact with both partner and volunteer.

Role Description of a Volunteer Advocate

Purpose of Role

The purpose of the role of the advocate is to provide advocacy support to an individual who is disadvantaged by ill health, disability or old age. The aim of such support is to ensure people's rights are upheld, their views heard and respected and that they have fair and equal access to sources of support.

Activities

The advocate will take on a number of roles including:

- spokesperson
- listener
- supporter
- confidante
- information source

This will depend on the requirements of the advocacy partnership.

Support Available to the Advocate

As stated in the Code of Practice, Onside will provide core training and ongoing support dependent on the needs of the partnership. This includes specialist training opportunities, provision of appropriate information, a newsletter and peer support opportunities.

Role Description of a Volunteer Mentor

Purpose of Role

Mentoring is a one-to-one, non-judgmental relationship in which an individual voluntarily gives time to support and encourage another. This is typically but not always developed at a time of transition in the mentee's life and may last for a sustained period of time. The role of the mentor is to work alongside the mentee in a person-centred manner to promote their confidence sufficiently to enable them to achieve their stated goal(s). In the context of LifeLinks, goals will relate to the pursuit of recreational, educational and volunteering activities with an emphasis on becoming more involved in the local community.

Activities

Initially, the mentor will spend time with the mentee to establish a trusting relationship and to ascertain what are the real or perceived barriers to the mentee achieving their desired goal(s). The mentor will then work at the pace of the mentee to prepare an action plan, gather information and if required, support them in the initial participation of their chosen activity. The overall aim will be to increase the mentee's confidence and skills to a level where they feel able to pursue their chosen activity independently.

Support Available to the Mentor

Full training is provided as well as ongoing support and help with action planning. Further specialist training opportunities are available as well as a regular newsletter and peer support.