

# Volunteers (Under 18s) Policy

Policy Name	Volunteers (Under 18s) Policy
Executive Owner	Chief Financial Officer
Approval body	ELT
Frequency of approval	3 years
Date approved	October 2025
Date next approved	October 2028

## Policy Statement

At Fight for Sight, we recognise the significant and valuable role that under 18 volunteers play in supporting us to achieve our aims. We aim to provide a safe, inclusive, and meaningful volunteering experience that supports young people's development while prioritising their wellbeing and educational commitments.

Each volunteer will have a named Responsible Person who acts as supervisor and offers guidance to the volunteer.

This policy should be read in conjunction with our Volunteers Policy, which is available on Assemble and in the policy folder in your place of volunteering.

## Appointment

In addition to the requirements of the Volunteers Policy, we require volunteers aged under the age of 18 to provide written consent from a parent / guardian, and their contact details.

## **Supervision**

All under-18 volunteers will be supervised by a paid member of staff while volunteering in our shops or warehouse.

## **Restrictions**

Under 18 volunteers are prohibited from using steamers, a tagging gun or operating in the loading area of the warehouse.

## Safeguarding Information

Fight for Sight are committed to ensuring that our employees, volunteers, and trustees work in a way which reduces risk of harm to themselves, their colleagues and to others affected by our work, particularly those who may be more at risk of harm, including children, young people, and vulnerable adults.

To achieve this, we have a robust Safeguarding policy in place as well as other measures listed below.

- All staff are required to complete a Safeguarding Course developed by the Charity Retail Association and Barnardo's prior to taking up their roles.
- All staff are required to undergo a Disclosure and Barring Service (DBS) check.
- Under 18 volunteers who take up a position in one of our shops will always be supervised by at least one Manager.
- As part of their training, all volunteers are made aware of our mutual expectations set out in our Volunteer Agreement and are required to sign our Code of Conduct Form.
- We have a designated Safeguarding Lead whose responsibility it is to ensure the full implementation of our Safeguarding Policy across our organisation.
- We have a zero-tolerance approach to anyone who causes harm or abuse and will thoroughly investigate and respond to any concern and, where appropriate, report such matters to the police and/or local authorities.

## For further information

If you are a volunteer or parent / guardian of an under 18 volunteer and have any questions regarding our Safeguarding policy and procedures, please contact our HR team by calling 020 7620 2066 or by emailing them at [hr@fightforsight.org.uk](mailto:hr@fightforsight.org.uk).