

Cardiff University Students' Union

Undeb Myfyrwyr Prifysgol Caerdydd

FITNESS TO VOLUNTEER POLICY

Students' Union Team

Introduction

The Team CUSU Fitness to Volunteer policy relates to a student's ability to meet the requirements of the Students' Union Team project and the reasonable social and behavioural requirements expected from representatives of the Students' Union. Fitness to Volunteer also relies upon a student's adherence to the [Team CUSU Code of Conduct](#).

Requirements of the Role

The below list outlines basic requirements that relate specifically to the Fitness to Volunteer of a member of the Students' Union Team:

- Volunteers must be able to complete a minimum of 15 hours participation and active engagement with the Students' Union Team Project throughout its duration. Volunteers must also be able to commit to a day of training prior to starting as a volunteer during the Freshers period.
- The Students' Union Team represents the Students' Union and the University and so all volunteers need to deliver a service which is of an appropriately high standard.
- Where a student has a disability or long-term mental or physical health condition, this is disclosed so as to ensure that, where possible and within reason, appropriate support is available and adjustments are made. If we are not made aware of mental or physical impairments, we will be unable to prioritise support or adjustments made for those individuals.
- The Students' Union will make all reasonable adjustments to ensure that students with mental or physical health impairments can engage with the project. If we believe this is not possible, it may not be safe or practical for students to engage with the project.

Fitness to Volunteer

When we select volunteers, we have assessed via a process of recruitment, selection, and training that they are 'fit to volunteer'. In some cases, this fitness to volunteer will be achieved with reasonable adjustments made by staff, and with appropriate and boundaries support in place for the volunteer.

A Students' Union Team Member's fitness to volunteer may be impaired because:

- Adjustments and support are not offered because the volunteer has, for whatever reason, not disclosed any mental or physical impairments which have an impact on their fitness and ability to volunteer.
- Adjustments and support offered cannot be sufficient or appropriate and/or the volunteer chooses not to/is unable to engage with them and/or;
- The volunteer's presentation is disruptive in a way that impacts significantly on their ability to volunteer or the volunteering of others in the role and/or;



- Continuation of volunteering is detrimental to the volunteer's mental and/or physical health, based on clinical judgement.

In cases such as these, we may decide that a student is not fit to volunteer and meet with them to discuss taking a temporary break from volunteering, or to ask that they leave the Students' Union Team.

A student may be defined as unfit to volunteer when their health, or behaviours related to their health, mean it is either not in the interests of the volunteer and/or not in the interests of the Students' Union that the student should continue volunteering, until such a time as their health or health-related behaviour improves.

Prepared June 2018 by Joshua Gibbs – Head of Student Advice.

