

NHS Employers Charter

Supporting volunteering into employment

ORGANISATION

[ENTER NAME OF ORGANISATION]

Purpose

This Charter sets out our commitment as an NHS employer to meaningfully and actively support the volunteers we involve in their efforts to secure employment.

We recognise that volunteers bring valuable lived experience, community insight, and patient-centred perspectives that strengthen our workforce and improve the quality of care we provide. In addition, we know the skills and experience gained through volunteering will, either directly or indirectly, help in their employment goals.

Through this Charter, we commit to creating inclusive, supportive, and structured opportunities for volunteers to utilise their skills and experience to apply for roles within our organisation and externally.

Adopting the Charter

Organisations adopting this Charter demonstrate their commitment to:

- strengthening the NHS workforce
- supporting community participation
- enabling volunteers to progress into meaningful employment

Principles

Employers adopting this Charter commit to the following principles:

- (i) Fair Opportunity**
Volunteers should have fair and transparent access to information about employment opportunities whilst recognising that not all volunteers want or are seeking employment.
- (ii) Recognition of Experience**
Volunteering experience should be recognised as valuable experience when individuals apply for jobs.
- (iii) Inclusive Access**
Opportunities should be accessible to volunteers from all backgrounds, particularly those who may face barriers to employment.
- (iv) Skills Development**
Volunteering should provide opportunities for learning, skill development, and personal growth.
- (v) Supportive Progression**
Volunteers should receive encouragement and support to pursue employment where appropriate.

Our Commitments

Employers signing this Charter commit to:

1. Information and Awareness

- Ensure volunteers are aware of employment pathways within the NHS.
- Provide information about job vacancies, apprenticeships, and training programmes.
- Signpost volunteers to resources provided by NHS Employers and other workforce partners.

2. Skills and Development

- Offer opportunities for volunteers to identify and/or develop transferable skills such as communication, teamwork, and patient support.
- Where possible, provide training opportunities relevant to NHS roles.
- Support volunteers in understanding how their volunteering experience relates to NHS job roles.

3. Employment Preparation

Provide or signpost access to support such as:

- CV writing guidance
- Interview preparation
- Application advice
- Offer references for volunteers who demonstrate commitment and good performance.

4. Pathways into Employment

- Promote internal vacancies to volunteers where appropriate.
- Encourage volunteers to apply for entry-level roles, apprenticeships, and traineeships.
- Offer relevant employment advice/guidance based on their skills and experience
- Where feasible, create structured pathways from volunteering into employment.

5. Inclusive Recruitment

- Recognise volunteering experience as relevant experience within recruitment processes.
- Encourage hiring managers to consider volunteer experience when assessing candidates.

6. Partnerships

Work or connect with local partners, including:

- education providers
- employment services
- community organisations

to support volunteers into employment within the NHS and beyond.

7. Monitoring and Improvement

- Review how volunteering supports employment pathways.
- Gather feedback from volunteers about their career aspirations and support needs.
- Share good practice across organisations through NHS Employers networks.

What Volunteers Can Expect

Volunteers can expect that organisations adopting this Charter will:

- Value their contribution
- Support their personal and professional development
- Provide guidance on employment opportunities
- Treat them fairly and respectfully

Volunteering remains a voluntary role, and participation does not guarantee employment. However, organisations commit to supporting volunteers who wish to pursue employment opportunities.

Signed on behalf of:

Organisation: _____

Name: _____

Role: _____

Date: _____