Volunteering Policy

1. Our Commitment to Volunteering

Volunteering is at the heart of our club - it is run only by volunteers and there are no paid roles. As a registered charity, we depend entirely on our members to actively participate in the operations of the club.

Giving time to the club is a way to connect, grow, and make a meaningful difference within our community.

Every member is expected to contribute volunteering time in order to maintain their membership.

2. Purpose

This policy outlines how members can positively contribute their time, understand the expectations around volunteering hours, and how the club supports and celebrates those contributions.

3. Scope

This policy applies to all active members, club supporters.

4. Principles

- Respect – We value each person's unique contribution.
- Fairness – We ensure decisions are made without bias.
- Accessibility – We strive to remove barriers to participation.
- Representation – We encourage diverse voices throughout the activities of the club.

5. Volunteering Expectations

Each member or supporter is encouraged to contribute a minimum of 40 hours per year.

Hours can be fulfilled through a variety of activities including but not limited to:

- Coaching - this is to prepare athletes for competitions
- Training - training for specific roles and qualifications
- Buddying – peer support supporting junior members and new recruits
- Helpers actively supporting coaches delivering planned sessions and at events (e.g. team management, officiating).
- Representing the club at competitions and events.

- Beach patrols – promoting water safety in our community
- Events and fundraising – helping at events, club sponsored or hosted events, charity drives, or community outreach projects (e.g. water cover, Rock up and Race, Twilight, Endless Summer Swim etc.)
- Club operations – assisting with administration, maintenance, equipment repairs, communications or committee participation.

Members are free to choose how they wish to contribute, based on their skills, interests, and availability via the Club Volunteer Options Schedule (Note 4).

6. Recording & Support

- Members are encouraged to report their voluntary activities annually prior to the AGM.
- The club provides guidance and support to ensure every member feels confident in their volunteering activities.
- Flexibility is offered—members who face personal or work challenges can adjust their volunteering commitment.

7. Recognition & Celebration

Volunteering is celebrated as a core value of our club. Every hour given is valued equally – whether on the beach, behind the scenes or at club and community events.

8. Inclusivity & Accessibility

- Volunteering opportunities are designed to be inclusive, with roles available for all ages and abilities.
- The club actively supports members in finding roles that suit their strengths and passions.

9. Review & Compliance

This policy will be reviewed annually to ensure it reflects best practice and the needs of our members.

- Meeting the volunteering commitment is part of maintaining an active membership.
- The policy will be reviewed annually to ensure it reflects the needs of our members and community.
- Every hour given is valued equally—whether on the beach, behind the scenes, or at community events.
- This policy will be reviewed annually.