



Volunteer Policy

Volunteering with Adrenaline Alley®

About us

Adrenaline Alley is an award winning charitable social enterprise, a Company Ltd by guarantee, and, as Europe's largest indoor BMX and Skateboard Park, boasts a unique combination of ramps, foam pits and training areas which caters for beginner riders up to World and Olympic champions.

The 'Alley' is a charity trading as a social enterprise. This means we work with the local community, councils, and local charities to create jobs, training and volunteering opportunities and provide somewhere safe and secure for young people to take part in their chosen sport. We invest profits back into the charity to help fulfil our vision and reach our goals.

Vision

Our vision is to expand our thriving centre for urban sports and community use helping to develop skills, create opportunity and provide opportunities for other communities to develop social enterprises in the same way.

Mission

Our mission is to provide a safe and secure environment for young people in Northamptonshire to participate in urban activities and to be recognised as a leading provider of urban sports in the UK using a range of partnerships to become a sustainable social enterprise.

History & Origins of Adrenaline Alley

In late 2001, Mandy Young, MBE; DL, was devastated that her son, John, had been targeted by local thugs. This had a major physical and emotional effect on John.

At 13 years old, John made friends with a group of local skateboarders and being accepted, he no longer felt the need to explain himself or worry about his appearance or feelings. However, John was attacked viciously by those who knew of his health issues but ignored them, just because he had a skateboard. Mandy and the family were devastated but were determined to turn the experience into a positive one.

After talking with John and his friends about why he had been attacked, a public consultation meeting was arranged. It quickly became apparent that intimidation and lack of facilities was a major barrier for young people participating in skateboarding and other extreme sports, and that this was not just an estate problem but a national one.

With that, Corby Wheels Project was established in late 2002. For two years Mandy researched the sports and investigated funding opportunities while realising young people also needed a quick action plan to meet their immediate needs.

Mandy approached senior people at Rockingham Motor Speedway in Corby who were keen to help and agreed to let her establish an outdoor park, which was run by



volunteers, until an indoor facility became feasible. In May 2006, that dream became a reality they moved into the Priors Haw Road premises and re-named the facility 'Adrenaline Alley'.

Since then, the business has thrived trebling in size, membership, development, and expansion and has secured millions of pounds in funding.

The charity continues to provide training and learning opportunities for its staff and volunteers and continues investment to improve personal, social, and sporting skills.

The charity now owns its 6-acre site, a remarkable achievement in such a short time and the social mission of the charity remains at its heart.

Now hailed as a World class facility and one of the best parks in the world the Board of Trustees guide and lead the strategic goals of the charity ensuring it remains sustainable. Sadly, John fell asleep in September 2010, Adrenaline Alley is now his legacy!

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1. Purpose of volunteering

Our volunteer policy has been created to show current and potential volunteers that we are committed to welcoming volunteers to Adrenaline Alley. It also outlines that all volunteers will be treated in a fair and consistent way. It should also help our volunteers understand what support is available to them, if needed, and what we expect from them.

Volunteering is an opportunity to learn from and 'give back' to our organisation. In return for the experience, training and learning benefits, we ask our volunteers to commit to giving their time reliably and consistently over a sustained period of time. Short-term volunteering is not beneficial to the charity, so we look to engage volunteers who are interested in committing their time so we have a strong pool of invested volunteers.

2. Our vision and mission for volunteering

Adrenaline Alley actively encourages people to volunteer their free time, in support of the extensive variety of community and urban sports activities in which we engage and deliver. Volunteers should bring with them enthusiasm, ideas and skills which can be shared and developed by attaining a positive contribution in supporting & developing the local community and, indeed, by making Corby a better place to live, work and visit. Our commitment is to support and develop volunteers, encourage personal and social development, with an emphasis on having fun and meeting like-minded people in a friendly, exciting, and ever-changing environment.

3. Young Volunteers

While Adrenaline Alley encourages volunteers of all ages, we will require parental consent for under 18's and may have to refuse applications from prospective volunteers who only see a volunteering opportunity as a means to gain free entry to the park. Some key elements and practices around young volunteers include, but are not restricted to:

- Obtaining parental consent for volunteers under the age of 18
- Considering the nature of the work involved
- Young people who cannot be left unattended
- Young volunteers who should be supervised /or managed by adult members of staff
- Any potentially dangerous activity which should have constant adult supervision

4. Attracting volunteers and volunteer agreement

We have a range of opportunities for volunteers to get involved in. We try to encourage volunteers to work in an area of the business that is of interest to the volunteer so we can help to develop and improve personal skills.

You can apply to become a volunteer via our website to let us know what your interests are by completing our short Volunteer Registration Form. Alternatively, you can ask to speak to one of our Park Managers to enquire about becoming a volunteer.

Once we receive a copy of your completed registration form, a member of our team will get in touch with more information on specific opportunities and we can decide together which option best matches your interests and time availability and our needs.



5. Disclosure & Barring Services (DBS) - formerly Criminal Record Bureau (CRB)

Volunteers over the age of 18 are subject to an enhanced DBS check to make Adrenaline Alley aware of any criminal convictions that a person wishing to volunteer may have. For example, any volunteer position which involves regulated activity with children or vulnerable adults will be subject to an enhanced DBS check.

6. Induction and training

It does not matter how much you already know, as there will be opportunities to learn, and we have roles to suit every level of expertise. There will be an induction prepared and delivered by one of our managers.

The induction process will include:

- Knowledge of how you will be entered weekly onto the shift rota. Although we remain flexible in our approach to volunteering, we need to understand at least one week in advance what days and hours suit individuals so we can include the volunteer hours on our internal shift rota system. This is essential for us to analyse potential staffing numbers for all areas of the facility and notify all staff and volunteers in advance.
- Information about Adrenaline Alley®, our vision, mission, and our future.
- The role of the volunteer.
- Tour around our facilities and see some of our initiatives.
- Copy of Adrenaline Alley® Company Handbook that includes all the relevant policies. You will receive a copy of this volunteer policy.
- Information about training and ongoing learning opportunities.

There will be a trial period of four weeks to give you us time to gauge if we are suited to each other. A review will be made midway through the trial period and at the end. This is not an assessment; it is just so that we can be sure that you benefit most from the volunteering experience and maximise the time you are giving freely.

7. Support

Our Park Managers will offer their support to you. They will remain your key contact throughout your volunteering with us. This will include regular meetings with you to discuss how you are getting on, discuss any training needs and deal with any issues that may arise. This will also ensure that Adrenaline Alley® is doing all they can to make your volunteering experience an enjoyable and meaningful one.

8. Recognition and reward

We could not do the work we do without our volunteers. To acknowledge this we will always say thank you and show appreciation for a job well done. There will always be a listening ear or shoulder to lean on.

Adrenaline Alley® policy is to reward every hour of volunteering time for a free hour of riding time in any area of the facility. This must be claimed through the internal management system and volunteer hours can only be claimed back 1 month in arrears or 1 week in advance at the discretion of senior park management.



Our recruitment strategy encourages promoting from within the organisation, as well as posting job advertisements externally. Volunteers are eligible to apply should any vacancy arise and, as a result, those who have gained prior knowledge & training within the organisation, may increase their chances of employment. At interview, all candidates will be considered on their merits.

9. Evaluation and monitoring of volunteers

All volunteers will be entered onto the internal staff/volunteer plan/rota so managers and staff are aware of your voluntary contribution. In addition to the plan/rota all volunteers claiming their free riding time in return for their contribution must sign in and out on the Free Riding Time Form on reception.

This system enables the Development Director to identify what your contribution to the charity is and what contribution the charity is making when rewarding volunteers for their commitment and loyalty. These reports will be included in a monthly statistical report submitted to the board of Directors.

Co-ordination of voluntary and free riding time will be managed by the Park Managers.

10. Expenses

We value our volunteers and want to ensure that there are no barriers to volunteer involvement. All reasonable out of pocket expenses, if required, maybe reimbursed including expenses for travel. In order to claim expenses, an Expenses Form must be completed, a valid receipt provided i.e., petrol receipts and this should be handed into the Operations Director to process accordingly.

11. Insurance, health and safety, accidents and risk assessment

Adrenaline Alley® has a valid insurance policy so that volunteers are covered by public liability insurance. It covers the volunteering activities you will be doing. A copy of this insurance policy is available upon request.

We will also remind you of our Health and Safety Policy and give simple instructions on how to perform each task safely when necessary. We have clear procedures for accidents and emergencies and will always have a first aider on site.

12. Resolving problems

We hope that you enjoy the experience volunteering with us. However, if your role as a volunteer does not meet with your expectations or with the commitments, we have made to you, we want you to feel comfortable about letting us know. Firstly, talk to the person who leads the team where you volunteer. They may be able to sort things out with you before a problem arises. If you do not feel this resolves the issue, please approach your Park Manager.

13. Confidentiality

We expect all volunteers to adhere to confidentiality guidelines which are included in our company handbook; this also includes use of social media and contact with any press. No volunteer or member of staff is authorised to speak to the media or post messages on social networks, or share information about any Adrenaline Alley® business, unless



authorised by a member of the Board of Directors. A copy of the company handbook is available upon request.

14. Equality, Diversity and Inclusion

Adrenaline Alley® is committed to embracing diversity and promoting equality and inclusion. When representing Adrenaline Alley® as a volunteer we expect you to support our commitment to promoting equality.

15. Volunteering whilst on benefits

You can still volunteer with us if you are receiving benefits provided that you/we follow the legal guidelines.

This is the Volunteer Policy of Adrenaline Alley®

To be reviewed annually for approval by the Operations Director

Date of next review: May 2023

Signed (Volunteer) _____

Print Name _____

Signed (Adrenaline Alley) _____

Print Name _____

Position _____