

## **Statement of Intent for Volunteer Involvement**

The Barber is committed to providing volunteer opportunities and activities that are mutually beneficial and rewarding. We aim to provide valuable skills, knowledge and experiences to help support both personal and professional development and recognise our volunteers' achievements.

The Gallery encourages volunteers from a wide cross section of backgrounds and experiences regardless of age, gender, gender identity, ethnicity, sexual orientation, and disability, religious or political belief. The Barber is committed to making volunteer opportunities as accessible as possible to all prospective and existing volunteers in order to create a diverse group of volunteers and to respond, where feasible, to the different needs of our volunteers.

The volunteering relationship is based on mutual trust and does not involve the obligations associated with employment. No payment is made by the University or the Barber to people who give their time as volunteers to the Barber. The University and the Barber are not able to pay expenses to its volunteers, however free teas and coffees are available to volunteers throughout the day.

Volunteering is an invaluable activity; the support, experience and enthusiasm that volunteers provide will help the Barber to achieve some of its key aims and objectives and to create an enhanced audience experience. Volunteers add value to the Barber in its offers and activities through the support they can offer to the various teams throughout the Barber. Volunteering allows the Barber to increase its engagement with the surrounding community and helps to encourage Art and Music which are fundamental to the Barber's mission.

The Barber recruits volunteers on a needs-led basis. The Barber endeavours to match projects and activities against volunteers' skills, knowledge, experience, ability and motivation. Individuals from outside of the European Economic Area must ensure that they have a visa that permits them to volunteer in the UK before applying to be a volunteer.