

Health To Wealth Foundation Volunteer Selection Policy (UK and Abroad)

1. Introduction

This Volunteer Selection Policy outlines the principles and procedures that Health To Wealth Foundation (hereafter referred to as "the Charity") will follow in selecting volunteers for its charitable activities in the United Kingdom and abroad. The primary focus of the Charity is to relieve poverty and promote good health worldwide, with initiatives that include providing grants to individuals to start small businesses, supporting local charities, and conducting health campaigns. Volunteers, including healthcare professionals, play a crucial role in the success of these activities. The Charity relies on organizations and individuals for its funding and aims to engage volunteers who are committed to the mission and values of the Charity.

2. Volunteer Roles and Requirements

The Charity offers a variety of volunteer roles, each with specific requirements and responsibilities. These roles may include, but are not limited to:

1. Health Campaign Volunteers: Engaging in health awareness campaigns, workshops, and events to promote good health practices within communities.
2. Grant Evaluation Volunteers: Assisting in the evaluation of grant applications from individuals and local charities seeking financial support.
3. Project Support Volunteers: Providing support and assistance in organizing and executing charity events and projects.
4. Healthcare Professional Volunteers: Utilizing their expertise to provide medical services and support during health campaigns and charitable initiatives.

3. Recruitment and Selection Process

The selection of volunteers will be carried out through a structured and fair process. The steps involved in the recruitment and selection process include:

- a. Application: Prospective volunteers will be required to complete an application form, which may be obtained through the Charity's website or by contacting the Volunteer Coordinator directly.
- b. Screening: Applications will be screened to assess the applicant's qualifications, skills, and experience relevant to the chosen volunteer role.
- c. Interview: Shortlisted candidates will be invited for an interview with the Volunteer Coordinator or a designated representative. The interview will further assess the applicant's suitability, commitment, and alignment with the Charity's mission and values.
- d. Reference Checks: For certain volunteer roles, the Charity may conduct reference checks to verify the applicant's background and character.
- e. Training: Successful candidates will receive appropriate training and orientation relevant to their volunteer role.

4. Eligibility Criteria

The Charity will consider volunteers who meet the following eligibility criteria:

- a. Age: Volunteers must be 18 years or older.
- b. Qualifications: Healthcare professional volunteers must possess valid and relevant qualifications and licenses.

- c. Commitment: Volunteers should be willing to dedicate the necessary time and effort to fulfil their responsibilities effectively.
- d. Alignment: Prospective volunteers should share the Charity's commitment to relieving poverty and promoting good health worldwide.

5. Safeguarding and Vulnerable Individuals

The Charity recognizes the importance of safeguarding vulnerable individuals during its activities. Volunteers working with vulnerable groups, including children and vulnerable adults, will be required to undergo appropriate safeguarding training and adhere to the Charity's safeguarding policy.

6. International Volunteering

For volunteers participating in international activities, the Charity will ensure that they receive adequate information and guidance regarding travel arrangements, safety, cultural awareness, and any relevant legal requirements in the host country.

7. Equal Opportunities

The Charity is committed to promoting equal opportunities for all volunteers, regardless of age, gender, ethnicity, disability, religion, or any other protected characteristic. The selection process will be free from discrimination and bias.

8. Review and Monitoring

This Volunteer Selection Policy will be reviewed periodically to ensure its effectiveness, fairness, and compliance with applicable laws and regulations. The Charity will also monitor the performance and satisfaction of volunteers to continuously improve the volunteer program.

9. Amendment to the Policy

Any amendments to this Volunteer Selection Policy will be made at the discretion of the Charity's Board of Trustees and communicated to all relevant stakeholders.

Adopted on 15 January 2022