Before recruiting/deploying volunteers, ask yourself

1. What is the value of volunteering with my club or at my event?  
   - Put yourself in the volunteers shoes, why would you do it (other than the love of the sport)  
   - Think about what you are offering volunteers for giving up their time i.e. expenses, lunch, kit, training, continual professional development opportunities.
2. Am I treating the volunteers with the respect they deserve?  
   - Following our consultation, the way in which volunteers are treated was highlighted as a key issue. Marshals feeling poorly treated by clubs (e.g. no breaks, being spoken down to, feeling invisible, not being appreciated for giving up time etc.) Some of our current volunteers do not believe they are supported and in some cases are being mistreated by clubs/individuals who place high expectations on them with no legitimate appreciation.
3. Are you utilising your volunteers to their best capabilities and expectations?  
   - Those who volunteer may have expertise in many varying areas or sectors, find out what the volunteer is looking for from the role and accommodate where appropriate.  
   - Not all volunteers want to marshal during events, think about timing, sign ups, registration, admin, photography/social media and event management opportunities that can be offered.

Volunteer recruitment

The student population make up a massive proportion of Scotland’s volunteers, don’t underestimate this resource. Creating links with your local school, college or university is crucial to recruit volunteers with the most up to date knowledge and expertise that is vital to your club or event. If this is something you need help with contact our development team.

Also, remember that it isn’t essential to recruit volunteers from within motorcycle sport circles, those out with may bring additional knowledge and expertise. Additionally, volunteering may result in a new found passion, ultimately growing our sport.

In addition to the student population there are other resources which can be utilised to advertise your volunteering opportunities. These may differ depending on your location however local community notice boards, job centres, online forums, and social media pages/groups are a great (and free) source of advertising. If you need help drafting up volunteer vacancies or sourcing advertising resources contact our sports development team, who are happy to help where possible.

Clear roles and responsibilities

A great way to make sure you’re recruiting the right type of volunteer as well as getting the most out of them is to create a list of tasks in the lead up to your event. This will also allow them to better manage themselves, freeing up time for you to undergo your duties on the day. This can include tasks that you may overlook or not have time to complete yourself during the event.

I.e.

* Make sure banners are put up
* Make sure trophies are organised
* Make sure there is enough water for competitors
* Make sure all competitors have the right equipment
* Make sure marshals are aware of their break and lunch time
* Collect spectators information
* Organise the media
* Update social media throughout the day
* Etc

If you have any questions or need help with recruiting, retaining and deploying volunteers please get in touch

And remember, without volunteers our clubs and events wouldn’t exist so let’s treat them with the utmost respect and help get the most out of them.

Thank you

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