

**Hunslet RLFC Volunteer Policy**

This policy outlines Hunslet RLFC’s recognition of, and commitment to, it’s volunteer workforce. As a supporter owned semi - professional Club, we are reliant on our members and fans to work with us to make Hunslet RLFC a force both on and off the field.

**1. We will Clarify and Communicate the Club's Position**

We will ensure that any meeting or formal communication on volunteers clearly explains:

* The club’s financial realities and constraints.
* Why certain roles transitioned to paid (e.g., due to increased responsibilities, specific expertise, or time commitment).
* That the club remains heavily reliant on volunteer support and cannot afford to pay everyone.

We will be transparent to build trust but be clear and firm in our reasoning.

**2. We will define and explain Volunteer vs. Paid Roles**

We will create clear criteria for when a role may be eligible for payment. This would include:

* Time commitment: NMW will be paid for hours above 8 in any single week.

**3. We will recognise and reward Volunteers appropriately**

We can't pay everyone, so we need volunteers feel to valued. For example:

* Merchandise, event tickets, meals, or mentoring opportunities.
* Public recognition: "Volunteer of the Month", thank-you events, spotlights in communications.
* Reimbursing “out of pocket” expenses, even if we can't offer wages.

**4. We will clarify a Tiered volunteer System**

* **Core paid roles** Where individuals in core paid roles also wish to offer voluntary support, they will be limited to a maximum of 8 volunteer hours per week.
* **Stipend roles** These are small honorariums paid in certain circumstances. For example, to cover the cost of specific qualifications or documentation.
* **Volunteer Rewards** From time to time, we will reward our volunteers. For example, with things such as free merchandise, free match tickets, free hospitality. This will help to provide a balance between fairness and financial sustainability.

**5. We will engage in dialogue and listen**

We will invite feedback from volunteers. We recognise that people are more likely to stay engaged if they feel heard. We will explain constraints, but also ask:

* What would make volunteering more worthwhile for them?
* What support do they need?

**6. We will operate a volunteer Code of Conduct**

It is important that volunteers understand they are ambassadors for the Club and their behaviour reflects on how the Club is perceived.

* Volunteers will have clarity around their responsibilities
* Volunteers will be protected by a set of values that allows them to operate without fear.

**7. We will set a Strategic Long-Term Plan**

The Board will:

* Determine if and how the club might eventually pay more roles.
* Seek sponsorship or grant funding to support key volunteer incentives.
* Plan communications and policies to avoid ad-hoc decisions.

Hunslet RLFC

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