

### **CRITERIA FOR A HOME-START TEESSIDE VOLUNTEER**

1. Applicants must be willing to work within the Aims and Objectives of the Home-Start Teesside Scheme.  
  
Implications of this commitment include requiring attitudes on the part of the volunteer which are generally non-judgemental and positive towards families referred.  
Applications must be willing to work within all the policies and procedures of Home-Start Teesside.
2. Applicants must be over 18 years (there no maximum age).
3. Applicants must have experience/interest in working with families and young children.
4. Applicants must be able to give friendship and support to families under stress. Applicants whom are suffering personal difficulties (such as stress, depression or recent loss) may find that this could significantly impair the applicants reliability, ability to give friendship and support, or lead applicants to unreasonably expect support from families. A significant impairment would be reason not to proceed with an application although it would not prevent an application at a later date. Previous experience of such difficulties could be a real positive asset in a volunteer.
5. Applicants must be reliable. Trustworthy and be able to offer common-sense guidance, support and friendship to families under stress.
6. Applicants must attend a course of Preparation and attend at least 80% of the sessions.
7. Applicants must be willing to undergo a police check. No person convicted of an offence against a child shall be accepted as a volunteer. If any person residing in the home of an applicant has such a conviction this will debar the applicant. If an applicant or a person residing in the home of an applicant has through procedures such as Child Protection, been identified as having committed harm (as defined with the Children Act) to a child he/she shall be debarred from being a volunteer.
8. Two personal references will be required. Referees must be people who personally know the applicant rather than chosen for their status alone.
9. Applicants must be committed to attending on-going training and support meetings on a regular basis.
10. After completion of the Preparation Course, applicants must be able to offer between 2 and 3 hours per week to Home-Start Teesside.

## PERSON SPECIFICATION FOR A HOME-STAT VOLUNTEER

A Homes-Start volunteer should:

- Be a parent or have parenting experience.
- Have a positive attitude to working with people of any gender, family status or sexual identity, or who are from any ethnic origin, culture or religion, or who may have a disability
- Demonstrate a sensitive and caring attitude towards others
- Have a non –judgemental attitude
- Be clear about confidentiality and when a confidence remains so, but be able to decide when disclosure of a confidence is essential to the well-being of a child.
- Be reliable and understand the importance of reliability to the family.
- Have good communication skills including an ability to listen.
- Understand the need for support.
- Have a warm and open personality and a sense of humour.
- Have time and enthusiasm for Home-Start.
- Be able to work as a member of a team.
- Be prepared to keep records as requested by the Scheme.

