



Volunteering Guide for Unaccompanied Asylum Seeking Children and Young People

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Why volunteer?

Volunteering can have a positive impact on your life and the lives of others.

Some top reasons to volunteer:

- Gain new skills and valuable work experience that could help lead to a job
- Make new friends and connections
- Improve your physical and mental health and wellbeing
- Give something back to your community and make a difference
- Improve your confidence and self-esteem
- Improve your language and communication skills
- Connect and integrate with your community
- Provide structure and routine
- Improve how things work for the better
- Show your commitment.
- Have fun!

Case Studies



Kalkidan, aged 18

Where do you volunteer?

Wood Green Charity Shop

What types of activities do you do as part of this role?

Selling, tagging and labelling clothes

How did you arrange your volunteer placement?

I found the charity shop online and I called them to ask about volunteering

What skills have you gained?

I get skills such as communication, teamwork, leadership, problem-solving, and time management, personal growth and confidence

How has it helped you with your next steps?

It shows me not afraid to step out of my comfort zone, its helps to develop further skills, its show me commitment, it expands my network

Fikert, aged 20

**Where do you
volunteer?**

British Heart
Foundation.

**What types of
activities do you
do as part of this
role?**

Selling, hosting
guests, arranging the goods to be sold.



How did you arrange your volunteer placement?

It was arranged by college.

What skills have you gained?

It helps me to talk with many people and develop my language.

How has it helped you with your next steps?

I know how sales works and I have good experience.

Hayeb, aged 18

Where do you volunteer?

British Heart Foundation.

What types of activities do you do as part of this role?

I was working at the sale floor at first, but then I started working at the warehouse because i was 18. My work was to load furniture's if we had delivery, making arrangements on the sale floor, sometimes talking to customers. And we have to unload furniture's when the donating comes to the warehouse.

How did you arrange your volunteer placement?

I went there and asked them if they wanted volunteers.(I went with my support worker)

What skills have you gained?

It helped me to improve my English, to communicate with customers and other volunteers

How has it helped you with your next steps?

It's good for my cv. It helped me to get prepared for my next work placement.

Home Office Guidance around volunteering, April 2024

Any volunteering placement must comply with the below Home Office guidance. Please discuss with your manager if unsure.

Volunteers are those who give their time for free to charitable or public sector organisations without any contractual obligation or entitlement. They are not employees or workers as defined by various statutory provisions.

Volunteering can be undertaken at any stage of the asylum process, but such activities must not interfere with scheduled events such as a substantive asylum interview, regular reporting event or re-documentation interview. These events will not be rescheduled to accommodate volunteering. Organisations offering such opportunities will need to allow some flexibility so that volunteers can attend interviews or appointments around their volunteering. Volunteering must also not undermine the effective removal of those who do not need protection and do not qualify to remain in the UK on any other basis.

Asylum seekers can volunteer whilst their claim is considered without being granted permission to work. It is Home Office policy to support asylum seekers volunteering for charities or public sector organisations. However, this must not amount to engagement as an 'employee' or a 'worker' and it is the responsibility of the individual and the organisation they are volunteering for to check that such activity does not mean they are working in breach of conditions. The organisation should also undertake all relevant safeguarding checks required. Any personal details provided by the -applicant as part of the immigration process cannot be confirmed by the Home Office for use in any other context other than immigration matters.

Key elements in establishing whether someone is a volunteer rather than an employee or worker are whether there is an obligation on the individual to perform the work, and an obligation on the organisation to provide it; and whether the individual is rewarded for the work, through money or benefits in kind. **Volunteers may be reimbursed for expenses incurred whilst volunteering, for example, for travel and food but should not receive any other payment. If any other payment is received the role may be classed as an employee or worker.**

Working or being employed by a charity or voluntary organisation is subject to the same restrictions as employment in other sectors. Genuine volunteering roles are not subject to these restrictions.

To summarise, the principal difference is that volunteering must not amount to unpaid work, or job substitution. In particular:

- **there should be no payment, other than reasonable travel and meals expenditure actually incurred (not an allowance for the same)**

- **there should be no contractual obligations on the volunteer and they should not enjoy any contractual entitlement to any work or benefits**
- **the volunteer is helping a registered voluntary or charitable organisation, an organisation that raises funds for either of these, or a public sector organisation**
- **volunteering is not a substitute for employment, that is fulfilling a role that a salaried worker would normally fulfil**

Organisations need to be clear about the legal status of volunteering roles they create before they recruit people to such roles. The guidance above is to help organisations understand the distinctions. However, if in doubt about whether a specific opportunity constitutes engagement as an employee or worker or volunteering, organisations should seek independent legal advice before taking on volunteers who are asylum seekers and who do not have permission to work.

Full guidance is available here:

<https://assets.publishing.service.gov.uk/media/66057d8b91a320001a82b1de/Permission+to+work+and+volunteer.pdf>

Charitable and Public Sector Organisations that offer Volunteering Opportunities:

Health and Social Care:



Norfolk and Norwich University Hospital - [Norfolk and Norwich University Hospitals NHS Foundation Trust » Our Volunteer roles \(nnuh.nhs.uk\)](https://www.nnuh.nhs.uk/our-volunteer-roles)

Norfolk Community Health and Care Trust - [Volunteering | NCH&C \(norfolkcommunityhealthandcare.nhs.uk\)](https://www.norfolkcommunityhealthandcare.nhs.uk/volunteering)

James Paget Hospital - [Volunteer \(jpaget.nhs.uk\)](https://www.jpaget.nhs.uk/volunteer)

Queen Elizabeth Hospital - [The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust: volunteering \(qehkl.nhs.uk\)](https://www.qehkl.nhs.uk/volunteering)

East Coast Community Health Care - [Volunteering | ECCH](https://www.ecch.nhs.uk/volunteering)

SOS Bus [SOS Bus | Friday & Saturday Nights in Norwich | Voluntary Norfolk](https://www.sosbus.org.uk/)

Attleborough Day Centre [Various Roles at Our Day Centre for Older People | Get InVOLved Norfolk](https://www.attleboroughdaycentre.org.uk/)

Local Authority / Public Services:



Norfolk County Council - [Volunteering - Norfolk County Council](#)

Norfolk Constabulary- [Volunteers | Norfolk Constabulary](#)

Broadland and South Norfolk District Council - [Volunteer to litter pick in your area – Broadland and South Norfolk \(southnorfolkandbroadland.gov.uk\)](#)

Kings Lynn and West Norfolk Council - [Volunteering within open spaces | Volunteering within open spaces | Borough Council of King's Lynn & West Norfolk \(west-norfolk.gov.uk\)](#)

Wildlife / Conservation:



Broadland County Park - [Broadland Country Park - Volunteering – Broadland and South Norfolk \(southnorfolkandbroadland.gov.uk\)](https://www.broadlandandsouthnorfolk.gov.uk)

Conservation Volunteering TCV - [TCV in Norfolk & Suffolk | TCV](https://www.tcv.org.uk)

Grapes Hill Community Garden - [Get Involved | Grapes Hill Community Garden](https://www.grapeshillcommunitygarden.org.uk)

Norfolk Wildlife Trust - [Volunteer | Norfolk Wildlife Trust](https://www.norfolk-wildlife-trust.org.uk)

Broads Authority - [Volunteering \(broads-authority.gov.uk\)](https://www.broads-authority.gov.uk)

Venetian Waterways - [Volunteering - Venetian Waterways Great Yarmouth | Norfolk Tourist Attraction](https://www.venetianwaterways.org.uk)

National Trust - [Volunteering in Norfolk | National Trust](https://www.nationaltrust.org.uk)

Hospitality and Catering:



The Feed, Norwich - [Volunteer | The Feed](#)

Venetian Waterways - <https://venetianwaterways.co.uk/volunteering/>

Hellesdon Community Café - [Community Cafe Volunteer | Get InVOLved Norfolk](#)

Building and Construction:



VIY, Volunteer It Yourself, various projects across Norfolk

[Projects - Volunteer It Yourself : Volunteer It Yourself](#)

Contact Jojo Yohannes | Project Executive

M: 07771 628667 / jojo@teamviy.com

Arts and Culture:



Cultural Connections Volunteering - [Cultural Connections Volunteering](#) - [Cultural Connections Volunteering](#)

Kick the Dust, Norfolk Museums - [Kick the Dust - Norfolk Museums Service](#)

Norfolk Museums - [Volunteering and Work Experience - Norfolk Museums Service](#)

Norfolk and Norwich Festival - [Volunteer | Norfolk & Norwich Festival \(nnfestival.org.uk\)](#)

Out There Arts Festival - [Jobs & Opportunities at Out There — Out There Arts](#)

Young Norfolk Arts Collective - [Home - Young Norfolk Arts](#)

Maddermarket Theatre, Norwich - [Volunteer - The Maddermarket Theatre](#)

St George's Theatre, Great Yarmouth - [Volunteering- St. George's Theatre - St George's Theatre \(stgeorgestheatre.com\)](#)

Shakespeare Guildhall Trust, King's Lynn - [Get Involved | Shakespeare's Guildhall Trust Kings Lynn \(shakespearesguildhalltrust.org.uk\)](#)

King's Lynn Festival - [Volunteer | Kings Lynn Festival - mix of classical, choral, recital and cross-over events, music, theatre, art and exhibitions](#)

King's Lynn Arts Centre - [Kings Lynn Arts Centre - Opportunities](#)

Retail:



British Heart Foundation - [Volunteer in your local shop - BHF](#)

Break - [Charity shops - Break \(break-charity.org\)](#)

East Anglian Children's Hospice - [Volunteering - East Anglia's Children's Hospices \(each.org.uk\)](#)

Samaritans - [Our shops in Norwich | Samaritans](#)

Big C - [Volunteer for us - Big C Cancer Charity \(big-c.co.uk\)](#)

Oxfam [Charity shop volunteering - Volunteer in your local Oxfam shop | Oxfam GB | Oxfam GB](#)

Animal Sanctuaries / Charities



PACT Animal Sanctuary, Hingham - [PACT - PACT animal wildlife sanctuary, Norfolk, animal wildlife sanctuaries \(pactsanctuary.org\)](#)

Hallswood, Stratton Strawless - [Volunteering – Hallswood Animal Sanctuary](#)

Redwings Horse Sanctuary Aylsham - [Volunteering With Us | Redwings Horse Sanctuary](#)

Hillside Animal Sanctuary, Frettenham - [Hillside animal sanctuary](#)

Faith Animal Rescue, Hickling - [F.A.I.T.H. Animal Rescue – F.A.I.T.H. Animal Rescue \(faithanimalrescue.org.uk\)](#)

Runham Wildlife Rescue, Rollesby - [Home | Runham Wildlife Rescue](#)

Marine Wildlife and Rescue, Great Yarmouth - [Marine and Wildlife Rescue](#)

Sports and Fitness:



Able2B - [Volunteer - Able2B](#)

Community Sports Foundation - [Volunteer | Norwich City Community Sports Foundation](#)

Support to find opportunities

Get InVOLved NORFOLK

Voluntary Norfolk offer a range of opportunities for sanctuary seekers aged 18 and over across the county:

[Sanctuary seeker volunteering | Get InVOLved Norfolk](#)

The below opportunities are suitable for under 18s:

[Volunteering for under 18's | Get InVOLved Norfolk](#)

For more information please contact:

Clare Bury / clare.bury@voluntarynorfolk.org.uk

Volunteering Engagement Officer

Mobile 07918174847