

## Volunteer Recruitment Guidelines

SARAC will consider applications from all members of the community, and we will not discriminate against applicants based solely upon gender, age, sexuality, ethnicity, disability or mental health issues.

Due to the sensitive nature of the work carried out by sarac volunteers and the sometimes distressing content of the role; there are some recommendations made by sarac to safeguard and consider the needs and well-being of the clients:

- All prospective volunteers must be **over the age of 21 years old** due to the subject matter and emotional nature of the supporting roles.
- All prospective volunteers must disclose any current mental health issues or disabilities which may impact their role and well-being. This will only be required should the applicant be invited to interview and will not be required on the application form.
- All volunteers who would like to go onto our face to face services must be working towards or have an level 4 or above adult counselling diploma.
- Whilst we greatly value the empathy and knowledge of somebody that has personal experience of the issues sarac deal with; all prospective volunteers that have experienced trauma or sexual/domestic abuse themselves. Give serious thought and consideration as to whether you can provide emotional support to SARAC clients. As working with clients could cause powerful thoughts and emotions to resurface.
- There is a list of occupations that are deemed a 'conflict of interest' by sarac. The occupations are listed below and are decided with the client's best interests in mind: *Police Officers /Magistrates/Judges.*