

Volunteering at the Royal Association for Deaf people

Together with Deaf people; creating a better future



Royal Association for Deaf people



About RAD

We are very proud to welcome you to the Royal Association for Deaf people. Founded in 1841, we are one of the oldest organisations working with Deaf people in England. Our aim is to provide services to Deaf people in their first language which is usually British Sign Language (BSL). We also work with mainstream organisations to help them to become more accessible to Deaf people.

Our vision is 'Together with Deaf people; creating a better future'. We believe in working in partnership with Deaf people. Our mission is to promote equality for Deaf people through the provision of accessible services.

The current economic climate is proving challenging for most charities including the Royal Association for Deaf people. We have to work harder and smarter simply to stand still; any growth or new development takes a greater level of resources and commitment than ever before.

We have a dedicated and totally committed team of staff and trustees; everyone works together to ensure that our organisation continues to thrive and move forward.

Our core services are:

- **Advocacy**
- **Children and Families**
- **Communication Services**
- **Community Development**
- **Employment and Skills**
- **Information, Advice and Guidance**
- **Social Care**
- **Youth and Transition Services**

We have five key objectives. These are as follows:

- Continued engagement with the wider Deaf community to understand the services Deaf people need
- Provide services that Deaf people need
- Support mainstream services to be more accessible to Deaf people
- Continue to grow our geographical footprint
- Demonstrate the leadership required to sustain the development of the organisation

Our Values

At the Royal Association for Deaf people, we have agreed a set of values which are important to us and a number of behaviours which help us to demonstrate our values. As a volunteer, we expect you to uphold our values and work in accordance with our behaviours.



Our Values are:

We:

- take the time to understand what matters to Deaf people
- respect Deaf language, identity, community, heritage and diversity
- develop services and partnerships that Deaf people need
- acknowledge the contributions our staff and volunteers make
- always deliver on our promises
- communicate clearly
- promote continuous improvement in all we do
- are honest with ourselves and with stakeholders

Our Behaviours are:

We:

- take ownership of our work, behaviours and actions
- are proactive and prepared to take considered risks
- work as a team and share information for the benefit of our organisation and the services we deliver
- don't judge, blame or make assumptions
- believe in continuous improvement, are receptive to change and learn from our mistakes
- are positive about our work, our colleagues and our organisational vision

Why volunteer?

Volunteering:

- can help to raise confidence levels
- is a great way to get real work experience
- shows future employers that you have made a commitment to a work related project
- means you meet some great people and make new friends

What you can expect from us

We want our volunteers to enjoy their roles and get the most out of the work they do. As our commitment to our volunteers, we will:

- always treat you with respect, consideration and appreciation; the work you do is important to us
- ensure you have a clear idea of your responsibilities, including the length of time we'd like you to be involved in a project or area of work
- give you information about the training and support available to help you carry out your role
- provide you with support through regular meetings or discussions
- offer you fair, honest and timely feedback on your work
- update you on how your work has made a difference

What we expect from you

We really value your ideas, contributions, commitment and enthusiasm. We expect high standards from all our paid staff and volunteers.

To ensure you get the most out of your role, please try to do the following:

- always treat the Royal Association for Deaf people staff, people who use our services and fellow volunteers with respect, consideration and appreciation
- act in a professional way whenever you represent the Royal Association for Deaf people in public
- act in a way that doesn't discriminate against or exclude anyone



Royal Association for Deaf people

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