

+ READING VOLUNTARY ACTION

Some questions and examples to help to think about ‘awareness’

(not an exhaustive list)

An awareness of equal opportunities when recruiting trustees, staff and/or volunteers

- Do you use open and targeted advertising so that as many people see that you are recruiting?
- For eg a range of digital and non- digital means of advertising
- Advertising through known networks and those not as well known
- Advertising within and beyond the charity sector
- Advertising in community centres, community notice boards, shop fronts- spreading the net as far as possible
- Advertising on national platforms like LinkedIn, Indeed

An awareness of equal opportunities when delivering our services

- Example: Opening up a new coffee morning
- Have the following things been considered and planned for?
- Accessibility of event space-for wheelchair users and other disabilities such as sight impaired. Are lifts available if needed?
- Is there an accessible walking or bus route?
- Are toilets clearly visible and suitable for disabled users?
- Are any snacks provided suitable for a range of diets? Vegan, Halal, Kosher
- Are people welcomed at the front door and as the session continues to they feel comfortable and fully included?
- Are a range of activities provided for those who may not be comfortable to talk to begin with?
- Activities provided that people from a range of backgrounds may find familiar and want to take part in, for eg read books, sewing, knitting, play board games, art-calligraphy, patterns, colouring, cooking.

[Further resources and support from RVA](#)

