



Russell Commission

Ethnic Minority Young Males & Volunteering

Research Report

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For: Ethnic Youth Support Team

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Executive Summary

This research was commissioned by Wales Active Community Russell Commission Fund to provide information about the attitudes and real and perceived barriers to volunteering of ethnic minority young males in Wales. The report presents the findings of a research study conducted in Wales between

September 2007 and March 2008 by Basis Research Consultancy and Ethnic Youth Support Team.

Volunteering is a 'hot topic' at the moment, with both Welsh and UK governments investing considerable resources into maximising the contributions that individuals can make to their communities and to Welsh and UK society with the aim of fostering and increasing both a sense of civic duty and community cohesion. Accordingly, diversifying volunteering is another key priority, and considerable effort has made to engage young people in particular in volunteering initiatives.

Mainstream volunteering organisations are increasingly being required to diversify their pool of volunteers, and some are taking active steps towards doing so. It is clear that ethnic minority young males do not easily fit into the traditional stereotype of volunteering, yet little is known of their views, experiences and understanding of volunteering, especially in the Welsh context.

We hope that mainstream volunteering organisations, education providers, youth and community groups, and broader strategic planners will consider the findings of this research so that some steps can be taken towards bridging the traditional divide between ethnic minority young males and mainstream volunteering opportunities. The findings of this research report suggest some ways of doing so, yet much more remains to be done.

Key Findings

- Ethnic minority young males in Wales do volunteer, are engaged in community initiatives, and have a strong sense of civic and community duty which they express in their daily activities. The type of volunteering they are engaged in are often - but not always - closely linked to their ethnic, religious or faith communities, and this volunteering is often motivated by a sense of 'wanting to help' a group in need.

- Ethnic minority young males are also more likely to be involved in volunteering which is linked to sports activities – such as coaching, than other types of volunteer work. There are also examples of ethnic minority young males getting involved in mainstream volunteering organisations, but this is less common, and usually organised via schools.
- There is a marked difference between different age groups and their experience and involvement in volunteering. For school age young people, their most direct experience of volunteering tends to be that offered through school work experience opportunities, which they perceive as volunteering due to its unpaid nature. This age group also displays a more individualised notion of the benefits of volunteering, emphasising the advantages in terms of getting a job and career progression.
- For older ethnic minority young males, particularly those in university, there is a broader more altruistic vision of volunteering as something which is done of one's own free will in order to benefit others primarily. Religious societies also offer ample opportunities for young males of this age group to get involved in a variety of voluntary activities for the benefit of particular ethnic or religious groupings. Even in non-religious settings, the notion of helping out is firmly established and frequently employed, especially in close-knit ethnic minority communities and many of the research participants give examples of just helping out for friends or family.
- Despite this high involvement in voluntary work, especially for the older groups, the incidence of ethnic minority young males volunteering in mainstream organisations is very low. This research suggests that the biggest barriers to this are, firstly, that they don't know that these opportunities exist, and, secondly, that they don't have any personal contact with volunteering organisations. Thirdly, it is not always clear to

ethnic minority young males how the values and aims of voluntary organisations may also fit with their own personal priorities about helping those in need.

- For younger ethnic minority males, the notion of volunteering is still quite remote from their daily lives, and it appears that schools do not use the work experience programmes to make links to the volunteering agenda.
- Generally, volunteering incentives such as training, accreditation and expenses are seen as a good thing, but for those young people who have or do volunteer, these are not the primary motives for getting involved. For those who have not volunteered, accreditation and helping young people to get a job or get into university is a good enough reason to take up volunteering.
- Word of mouth and personal contacts is the most effective means of promoting volunteering and getting ethnic minority young males involved in volunteering. The participants in this study strongly felt that if mainstream volunteering organisations wanted to get more ethnic minority young males involved, then they should just ask them – giving talks or presentations through schools, youth groups, religious or other community groups. Leaflets and so on were thought to be ineffective.
- From the point of view of volunteering organisations, it is clear that there is a drive to increase the diversity of volunteers, and to recruit more ethnic minority young males as volunteers. However, most volunteering organisations are still at the very early stages of this drive, and lack contacts with organisations with such client groups who could facilitate information and recruitment. This is particularly the case in areas with lower ethnic minority populations.

- It also appears that some mainstream volunteering organisations may rely too heavily on leaflets, websites or other printed means of communication to promote their volunteering opportunities, and may not focus enough on personal contacts, talks and presentations to youth/ community groups to recruit more volunteers.

Key Recommendations

Based on these findings, the following recommendations are made:

1. Mainstream volunteering organisations should strengthen links to youth, community and religious groups with ethnic minority young male clients, and work collaboratively to meet mutual goals and recruit more volunteers from this client group.
2. Mainstream volunteering organisations should focus on delivering more talks and presentation to such groups, as well as training existing ethnic minority employees or volunteers to deliver such talks.
3. Mainstream volunteering organisations should get more involved in offering work placement opportunities both through the schools work experience programmes, and through other youth/ community projects.
4. Schools should take steps to link their work experience programmes to the broader volunteering and citizenship agendas, rather than solely expounding the career-related benefits of unpaid work.
5. Government-backed Volunteering initiatives such as Millennium Volunteers, and so on, should increase their links to and understanding of religious or community-based voluntary organisations, particularly non-Christian groups who are stigmatised in the current political climate.
6. Volunteering initiatives and projects should aim to draw more parallels between their broader goals and objectives and the more locally & community-based concerns of ethnic minority young males.
7. Ethnic minority youth groups and religious or community organisations should strengthen their links to mainstream volunteering organisations, ensuring all staff and volunteers are familiar with and supportive of the youth volunteering agenda.

8. Volunteering programmes need to be flexible, understanding of and responsive to the varying and changing motivations of potential volunteers, from those with more individual career-related motives, to those with more altruistic reasons for involvement.

Introduction

The Ethnic Youth Support Team is a unique, youth-led organisation set up by and for ethnic minority young people in Wales. It was set up in 2005 in order to fill a gap in existing provision for ethnic minority young people, in particular for young ethnic minority males. As well as providing direct services in the areas of education, health & community safety, the Ethnic Youth Support Team seeks to

increase participation of ethnic minority young people in all aspects of Welsh and UK civic society, including volunteering.

The Russell Commission, headed by Ian Russell, Chief Executive of Scottish Power, is a UK government led initiative begun in 2004 to develop a new national framework for youth action and engagement. The stated intention of the framework is to increase the level of community participation by young people across the UK through the introduction of a national framework *'to deliver a step change in the diversity, quality, and quantity of young people's volunteering'* (Russell Commission, 2005)

This research has been commissioned by the Wales: Active Community Russell Commission enhanced fund and seeks to focus on the issue of youth volunteering from the specific perspective of ethnic minority young males aged 11-25 living in Wales. This is a client group which has had traditionally low levels of engaging with mainstream volunteering programmes, and which research suggests, face significant barriers to accessing many services and organisations. Whilst there has been much focus recently on youth volunteering - particularly at the UK level, there has been little attention given to the experiences of ethnic minority youth with regard to volunteering, and even less so within the Welsh context.

The aims of the study were:

- To undertake research, consultation and a short action-research pilot to explore the topic both from the point of view of young ethnic minority males in Wales, and from the point of view of organisations, including volunteering organisations, wishing to increase volunteers from ethnic minority backgrounds.

- To have an all-Wales remit, and consult with stakeholders from community groups and organisations within Swansea, Newport, Cardiff, North Wales and Mid and West Wales.
- To draw conclusions and make recommendations aimed at three key audiences: (i) Public sector organisations wishing to implement volunteering opportunities for young people which are accessible and attractive to ethnic minority young males; (ii) Volunteering organisations wishing to increase volunteers from ethnic minority groups, and (iii) Ethnic minority or youth organisations wishing to signpost or direct clients into volunteering opportunities.

More specifically, the objectives of the research were:

- To identify what the real or perceived barriers are to volunteering both from the target group side and from institutions
- To find out how youth organisations and volunteering organisations can work together to facilitate volunteering for this target group
- To identify the benefits of volunteering in the case of this client group for them as individuals and for organisations
- To find out how these benefits can best be promoted to the client group and organisations.

Methodology

The study was carried out in three phases:

- the first phase consisted of desk-top research to identify and analyse any relevant existing research on the topic

- the second phase was a consultation of key stakeholders including young people from the target group
- the third phase was a consultation of representatives of volunteering organisations

Consultation

Seven Focus Groups were carried out across Wales and 43 young ethnic minority males were interviewed in total. Respondents were invited through various community organisations with access to ethnic minority young males. Therefore, the sample could be described as an opportunity snowball sample. A £5 gift voucher was offered to all participants as an incentive to taking part.

The ethnic composition of the sample is diverse, with 13 different ethnic groups represented, although the largest single group is Bangladeshi. In terms of age, the distribution of participants was fairly uniform across the 11-25 range, although some focus groups had mostly younger participants and vice versa. Participants were asked to respond to a schedule of open questions, detailed in Appendix 2.

Representatives of Volunteering Organisations from across Wales were consulted through telephone interviews as well as questionnaires, which is detailed as Appendix 3.

Review of Existing Literature

Volunteering has become a 'hot topic' in recent years, with a great emphasis being placed on it, both from the UK and Welsh Assembly governments, and a plethora of volunteering schemes, bodies and initiatives have emerged as a

result. Volunteering has been hailed, through various policy reports and strategies, to be at the 'heart' of communities, crucial for 'cohesion', skills and capacity building, and significant in combating social exclusion, disaffection and disengagement.

Accordingly, research on the extent, patterns of and nature of volunteering in the UK has proliferated, with many large scale quantitative surveys being undertaken on the subject. Key examples are:

- Home Office Citizenship Survey, 2005 (*UK Wide- biennial*)
- Institute for Volunteering Research 'Helping Out: A national survey of volunteering and charitable giving' 2007 (*England only- every 10 years approx*)

Policy Context

The political importance of the subject was made explicit in a recent speech by Prime Minister Gordon Brown to the Commons Liaison Committee where, referring to the limitations of the public sector in meeting certain welfare needs, he said that there would need to be greater reliance on the voluntary sector, stating "Volunteering is going to become more important in this country" (Times Online, 14/12/07).

Equal political attention has been paid recently to the needs and 'problems' associated with young people, with emphasis on increasing the civic participation of young people, and cutting down on anti-social behaviour and NEETs (those not in education, employment or training), to give but a few examples.

The Russell Commission's (2005) national framework to improve youth volunteering across the UK sits at the intersection of the youth and volunteering agendas stating:

'The purpose of the national framework is to deliver a step change in the diversity, quality, and quantity of young people's volunteering. It will respond to the demand from young people to volunteer in their communities, and to the good will that exists in the private and voluntary and community sectors to support volunteering. It will broaden access to volunteering opportunities, enhance the benefits that young people can get from volunteering, and raise the value that society places upon their contribution. It will transform the number of young people who engage in volunteering, enabling them to participate in volunteering activities that they find personally rewarding, and that are of measurable benefit to local communities. This will help to embed a culture of volunteering among the young which will continue to pay dividends, for them and their communities, in later life". (Russell Commission Report 2005)

Volunteering in Wales is a devolved issue, and so although the majority of UK volunteering initiatives and frameworks apply to Wales, decisions on the implementations of recommendations are left to the Welsh Assembly Government.

Wales

The most recent available data for Wales, taken from the Home Office Citizenship Survey 2005, suggests that sixty-nine percent of adults (aged 16 and over) in Wales volunteered during 2004-5, giving an average of 1.35 hours per week of their free time. The WCVA Database also records over 26,000 voluntary organisations across Wales focusing on diverse areas such as sport, youth, environment, and disability. However, there is no specific research indicating levels of volunteering amongst young people in Wales, nor of ethnic minorities.

Youth

In 2004, the Institute for Volunteering Research (England) published a research report entitled 'Generation V: Young People Speak Out on Volunteering' in order to inform the Russell Commission on the attitudes of young people in England

towards volunteering and the extent of their involvement in voluntary activities. Analysing data from the 2001 Home Office Citizenship Survey, this report found that 40% of 16-24 year olds had been involved in formal volunteering and 73% had been involved in informal volunteering in the 12 months before interview – showing young people’s involvement in volunteering to be similar to or slightly higher than that of older people over the age of 25. The research also found that, for young men, sports/ exercise based volunteering was the most popular form of volunteering, with 60% of young male volunteers getting involved in this type of volunteering, compared to 34% of young female volunteers.

The research also included qualitative information about young people’s attitudes towards and perceptions of volunteering, and found that on the whole, most young people had a positive view of volunteering, and once involved, found the experience to be overwhelmingly beneficial. Barriers to volunteering were also identified including lack of information, or lack of confidence, amongst others.

Although the Generation V report is the most comprehensive research report into youth volunteering in the UK to date, and while it does include some ethnic minority respondents in its sample, the research does not provide any specific information or data in relation to ethnic minority young people. As is often the case, the small numbers of ethnic minority participants do not warrant generalisations being made, however, this also means that there is a missed opportunity in terms of gaining insights into the specific patterns, barriers and opportunities for this ‘hard to reach’ group.

Ethnic Minorities & Faith Communities

The Home Office Citizenship Survey 2005 places a significant emphasis on ethnic origin and accordingly presents disaggregated data for respondents from different ethnic groups. It found that:

'People from the Mixed Race ethnic group are most likely to participate in voluntary activities, while those from the Asian and Chinese/Other groups are least likely to participate. Thirty-four per cent of people from the Mixed Race group participated in formal volunteering at least once a month, while 20 per cent from both the Asian and Chinese/Other groups participated. In terms of informal volunteering at least once a month, 44 per cent of Mixed Race people participated, in contrast with 30 per cent of Asian people.'

(Home Office Citizenship Survey 2005)

There has also been some research carried out on the patterns and prevalence of volunteering amongst different faith communities in Britain, although once more, this is confined to England only, and tends to disregard age. In 2003, the Institute for Volunteering Research published a report into faith community participation in three cities in England – Leicester, Liverpool and Luton. The report was based on the findings of an exploratory study which looked at:

- how people in different faith communities volunteer
- what motivates them to volunteer
- how their volunteering is organised
- how their volunteering is resourced
- what the relationship is between faith communities and local networks.

The research was based on 25 interviews carried out with faith community leaders and active members from the following faiths: Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, and Sikhism. The research found that:

'Voluntary action within faith communities seldom conforms to the dominant Western concept of volunteering: that is, activity that is carried out through an organisation and where the distinction between volunteer and beneficiary is clear. Instead, faith-based volunteering is often informal, evolving spontaneously out of local groups or congregations, and shows a strong bias towards mutual aid.'

(Institute for Volunteering Research, 2003)

Other key findings of the research are that:

- Type of voluntary activity does not vary according to faith and can be divided into four broad categories: Routine activities; Welfare services; Festival-based volunteering; Responses to specific events
- Faith was a strong or driving motivation to volunteer and give both time and money
- Volunteers were usually encouraged by their faith or community leaders
- Faith based voluntary organisations were usually isolated from the mainstream voluntary sector and relied heavily on its own members for resources – both financial and in kind.

While this research provides some useful and unique insights into the type of volunteering occurring within faith communities, it does not include any analysis of youth participation within these faith communities.

There have been further small-scale examples of research into volunteering amongst ethnic minority communities. These include Time Bank and the Ethnic Media Group's 2005 survey of more than 500 BME individuals in the East Midlands, which found that:

- 62% of respondents thought their local area needed improving, particularly with regards facilities for young people and safety.
- And, incredibly, the same number said that, if asked, they would be willing to volunteer their time to effect these changes.
- Yet more than half did not know where to go or who to ask about voluntary work.

More recently, a 2007 survey by children's charities NCH and Chance UK has concluded that:

'Nearly one in five people (16 per cent) (1) from Black Minority and Ethnic (BME) communities who don't volunteer with youngsters say it is because they would have to have a Criminal Record Bureau (CRB) Check'

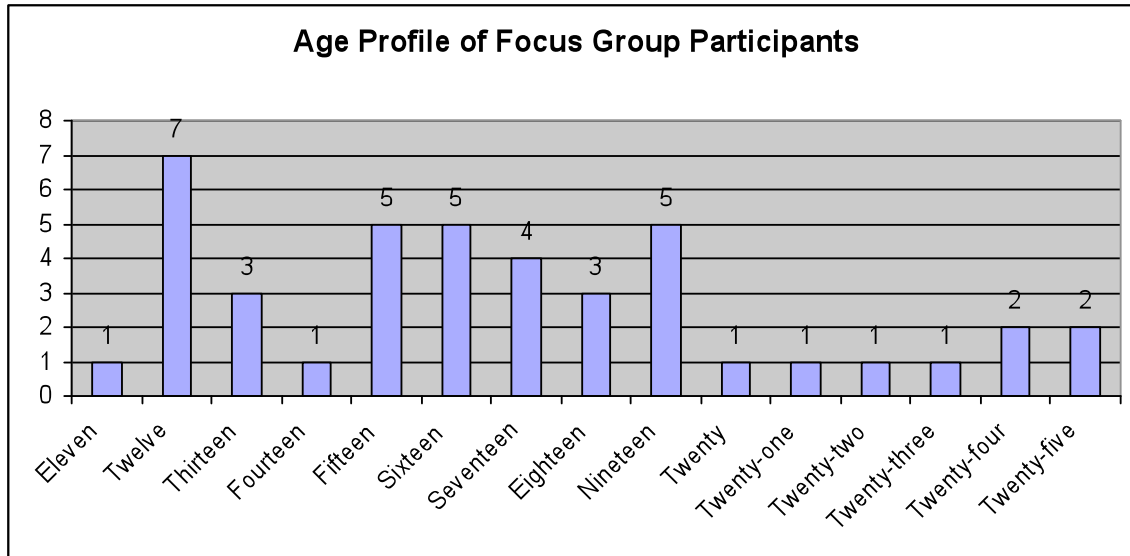
(NCH & Chance UK Volunteer Survey 2007)

However, this statistic compares to 15 percent of White respondents giving the same reason for not volunteering with this client group, and highlights the problems with over-generalising about BME communities.

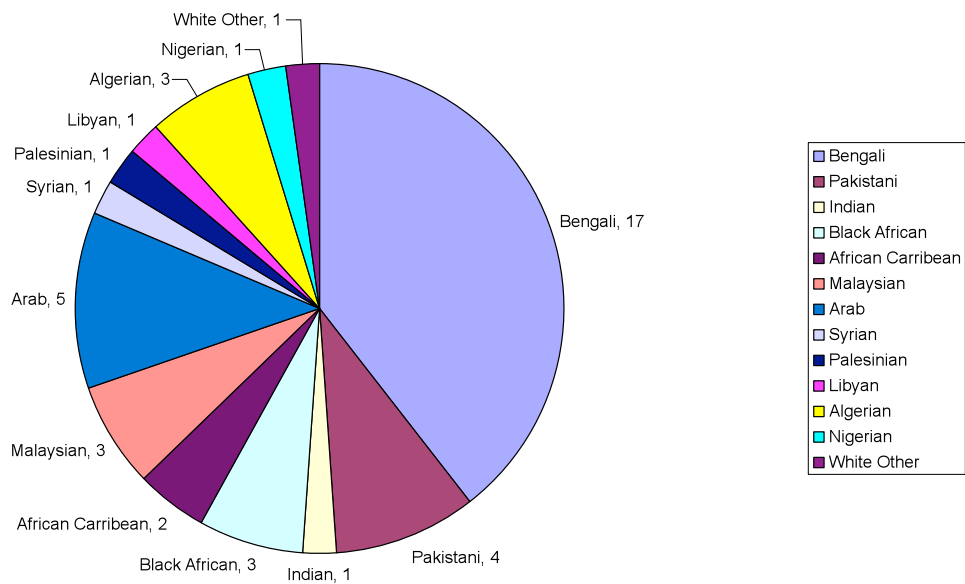
Neither study considers age differentials within BME communities.

Focus Groups: Key Findings

43 young ethnic minority males aged 11-25 took part in 7 focus group discussions in locations across Wales. There were 13 different ethnic groups represented.



Ethnic Breakdown of Ethnic Minority Young Males Consulted



The key themes and responses emerging from the focus groups will now be discussed in more detail:

Understanding of Volunteering

The majority of the focus group participants had a clear understanding of what volunteering was, defining it primarily in terms of something that was done unpaid, and for a mainly altruistic motive – i.e. to benefit others more than oneself. Many respondents used the word ‘helping’ to describe volunteering, and this was viewed positively. Another key factor was that it was seen as something done voluntarily, of one’s own free will and discretion.

A minority of mostly younger participants did also define it in terms of something you did to get work experience, or to help you get a job. Some even said it was something you had to do in school through work experience. However, it was contested whether or not volunteering you did either for personal reward, or not of your own free will could actually be called volunteering.

WHAT IS VOLUNTEERING?

- *WORKING FOR JOY, PASSION OR PLEASURE*
- *WORKING BUT NOT BEING PAID*
- *WORKING FOR THE EXPERIENCE OF IT*
- *SOMETHING YOU DO AFTER YOU LEAVE SCHOOL INSTEAD OF SCHOOL*

(PARTICIPANTS, FOCUS GROUP 1)

WHAT IS VOLUNTEERING?

- *IT'S LIKE A JOB BUT YOU DON'T GET PAID*
- *IT'S HELPING OTHER PEOPLE*
- *IT'S HELPING A GROUP OF PEOPLE*
- *YOU VOLUNTEER TO MAKE A DIFFERENCE*
- *IT GIVES YOU EXPERIENCE OF WHAT JOBS ARE LIKE*

(PARTICIPANTS, FOCUS GROUP 2)

WHAT IS VOLUNTEERING?

- *TIME AND EFFORT TO HELP THE COMMUNITY...WITHOUT PAYMENT*
- *SOMETHING YOU DO OF YOUR OWN DISCRETION – FOR FREE OR ON A PART-TIME BASIS*
- *SOMETHING YOU DO OUT OF YOUR OWN WILL – YOU'RE NOT FORCED TO DO IT*

- *IT'S A FREE SERVICE – NOT A SERVICE FOR PROFIT*
- *VOLUNTEERING TO ME IS JUST HAVING A GO AND SEEING IF YOU LIKE IT...AND GOING FROM THERE*

(PARTICIPANTS, FOCUS GROUP 4)

WHAT IS VOLUNTEERING?

- *GAINING EXPERIENCE*
- *HELPING OUT*
- *WE ENJOY HELPING PEOPLE*
- *I DO HELP IN MY OWN COUNTRY, BUT I'M FROM LIBYA SO I DON'T KNOW WHAT TO DO HERE*
- *HELPING ON NON-MONETARY TERMS*
- *SHARING YOUR TIME*
- *SHARING & CARING*
- *GIVING PLENTY OF YOUR TIME*

(PARTICIPANTS, FOCUS GROUP 6)

WHAT IS VOLUNTEERING?

- *VOLUNTEERING TO DO SOCIAL WORK...TO DO WITH SOCIAL ISSUES*
- *IT'S ANYTHING SELF-LESS – HELPING ORGANISATIONS, HELPING PEOPLE*
- *ANY WORK TO HELP PEOPLE – GIVING YOUR TIME FOR A GOOD CAUSE*

(PARTICIPANTS, FOCUS GROUP 7)

WHAT IS A VOLUNTEER?

- *SOMEONE WITH A SENSE OF CARING, AND WILLING TO SACRIFICE THEIR TIME*
- *SOMEONE WHO GETS AN ENJOYMENT OUT OF IT*

(PARTICIPANTS, FOCUS GROUP 4)

Experiences of Volunteering

There was a clear and understandable difference between different age groups in terms of their experience of volunteering, with the older participants having a much greater and more diverse experience of volunteering on which to base their understanding. Furthermore, there was a much higher incidence of having done

volunteering themselves amongst participants linked to faith or community groups or associations. For the younger participants, their experience was mostly confined to the work experience they had done in school, with one or two exceptions. Where this was the case, the whole discussion inevitably ended up being based more on work experience, than on volunteering per se.

HAVE YOU EVER VOLUNTEERED OR DONE WORK EXPERIENCE?

- *I'VE DONE WORK EXPERIENCE THROUGH SCHOOL*
- *(WORK EXPERIENCE) IN BURTON*
- *(WORK EXPERIENCE) IN LEISURE QUEST*
- *I HELPED OUT IN A RESTAURANT*

(PARTICIPANTS, FOCUS GROUP 1)

HAVE YOU EVER VOLUNTEERED OR DONE WORK EXPERIENCE?

- *YES, THROUGH SCHOOL - WORK EXPERIENCE IN: WHSMITH; ACCOUNTANTS; BIKE SHOP]*
- *I VOLUNTEERED TO COME HERE (TO THE FOCUS GROUP)*
- *I'VE DONE A VOLUNTEER FOOTBALL COACH COURSE*
- *I ENJOYED THE FOOTBALL VOLUNTEERING EXPERIENCE....IT DIDN'T MATTER THAT I WASN'T GETTING PAID...IT WAS MY OWN CHOICE.*

(PARTICIPANTS, FOCUS GROUP 2)

In the older groups, their experience of volunteering was very much interlinked with their faith community. Another strong theme was volunteering to coach sports, including football and swimming:

HAVE YOU EVER VOLUNTEERED OR DONE WORK EXPERIENCE?

- *YES, HAVE VOLUNTEERED IN A CHARITY SHOP – SCOPE – FOR A FEW WEEKS*

- HAVE RUN A LOT OF SPORTS ACTIVITIES – HAVE RUN A SWIMMING SESSION EVERY SATURDAY; HELPING OUT IN THE MOSQUE
- IN GENERAL IN THE MOSQUE – WE ALL VOLUNTEER TO AN EXTENT – E.G. AT RAMADAN, ALL OF US GET INVOLVED IN SOME SHAPE OR FORM
- I RUN THE MUSLIM CUB SCOUT SESSION AND ISLAMIC RELIEF WORK (A CHARITY)
- AND HAVE BEEN INVOLVED WITH FOICSS (FEDERATION OF ISLAMIC STUDENTS SOCIETY)...WITH ORGANISING SPORTS EVENTS, ETC.
- AND WITH ISOC (ISLAMIC STUDENTS SOCIETY CARDIFF) – RUNNING EVENTS FOR STUDENTS

(PARTICIPANTS, FOCUS GROUP 4)

One group of university students had a particularly diverse range of volunteering experience, including football coaching, environmental campaigning, tutoring, photography, and helping in the mosque/ Islamic society. The consensus in this group was that everybody had a skill they could contribute to a good cause, and that this was a good thing to be encouraged.

HAVE YOU EVER VOLUNTEERED OR DONE WORK EXPERIENCE?

- YES, I USED TO BE A FOOTBALL COACH ON A VOLUNTARY BASIS
- I'VE HELPED PEOPLE OUT IN THEIR SHOPS
- HELPED OUT IN THE ISLAMIC SOCIETY
- I SING FOR FREE ON STAGE
- I WORKED IN LIBYA FOR A CLIMATE CHANGE GROUP – I GAVE LECTURES FOR FREE, ALSO COLLECTED FOOD FOR FAMILIES IN NEED
- I'VE DONE SOME TUTORING – IN MATHS AND SCIENCE GCSE – TO ETHNIC MINORITY KIDS IN CARDIFF
- I RUN THE MOSQUE
- I'M A VOLUNTEER TRUSTEE OF EYST
- VOLUNTEER PHOTOGRAPHER

(PARTICIPANTS, FOCUS GROUP 6)

However, another student-based group had more limited experience of volunteering, viewing it as something they would like to do in the future, if they had more time, more money, or once they had a more tangible skill or professional qualification.

HAVE YOU EVER VOLUNTEERED OR DONE WORK EXPERIENCE?

- *IF DOING SOMETHING FOR THE ISLAMIC SOCIETY IS VOLUNTEERING, THEN I SUPPOSE I HAVE... IT IS A DUTY THOUGH, SO I'M NOT SURE IF IT'S VOLUNTEERING*
- *MAYBE IN THE FUTURE... I DON'T SEE MYSELF AS REALLY CAPABLE NOW – I DON'T THINK I WOULD REALLY MAKE A DIFFERENCE – IF I WAS OLDER AND HAD MORE MONEY I COULD SET UP A CHARITY OR SOMETHING LIKE THAT....*
- *I HAVEN'T THOUGHT OF DOING ANYTHING NOW....BUT IN THE FUTURE MAYBE – SOMETHING TO DO WITH POLLUTION*
- *MAYBE SOMETHING TO DO WITH MY DEGREE (INTERPRETING)*
- *I HAVE A LACK OF TIME AS WELL*

(PARTICIPANTS, FOCUS GROUP 7)

What are the benefits of Volunteering?

Most participants were very clear that there were personal and broader benefits to volunteering, and that it was a good thing to be encouraged. For those participants and groups with a more limited experience of volunteering, the benefits were seen to be more individual and more pragmatic – i.e. it could help you get a job; it looked good on your CV or on your UCAS application. For those with a broader experience of volunteering, the benefits were seen to be more to do with personal reward and satisfaction as well as the benefits to the group or community being helped out. Some participants also mentioned the spiritual benefits from the perspective of their own religious beliefs.

WHAT ARE THE BENEFITS OF VOLUNTEERING/ WORK EXPERIENCE?

- EXPERIENCE
- SOMETHING TO PUT ON YOUR CV
- SHOWS YOU CAN HANDLE RESPONSIBILITY
- YOU GET TO PROVE YOURSELF ...TO YOURSELF AND TO YOUR FAMILY
- IT'S BETTER THAN SCHOOL

(PARTICIPANTS, FOCUS GROUP 1)

WHAT ARE THE BENEFITS OF VOLUNTEERING/ WORK EXPERIENCE?

- TO HELP YOU GET IN TO UNIVERSITY – UNIVERSITIES LIKE IT

(PARTICIPANT, FOCUS GROUP 3)

WHAT ARE THE BENEFITS OF VOLUNTEERING/ WORK EXPERIENCE?

- IMPROVED COMMUNICATION SKILLS
- BENEFICIAL FOR EMPLOYMENT – IF PEOPLE RECOGNISE IT FOR WHAT IT IS
- VOLUNTEERING THROUGH CUB SCOUTS – THEY LEARN NEW SKILLS, ETC, SO I CAN SEE I AM HELPING WITH THEIR DEVELOPMENT

(PARTICIPANTS, FOCUS GROUP 4)

WHAT ARE THE BENEFITS OF VOLUNTEERING?

- MAKE YOU FEEL GOOD ABOUT YOURSELF
- MAKE YOU FEEL PART OF THE COMMUNITY
- GET A SENSE OF BROTHERHOOD OR SISTERHOOD
- GET TO KNOW A LOT OF NICE PEOPLE
- YOU FEEL A CONNECTION
- GET A SENSE OF ACHIEVEMENT

(PARTICIPANTS, FOCUS GROUP 6)

WHAT ARE THE BENEFITS OF VOLUNTEERING?

- *IT DEPENDS ON WHAT KIND OF WORK YOU DO – THERE'S LOADS OF THINGS*
- *IT WOULD BENEFIT THE PEOPLE YOU HELP*
- *AND FOR THE VOLUNTEER – YOU LEARN, YOU GET EXPERIENCE OF LIFE, BECOME LESS SELFISH, AND IT'S HEALTHY TO SERVE HUMANITY – YOU LEARN MORE, YOU EXPERIENCE MORE, YOU GROW UP...YOU WIDEN YOUR HORIZONS*
- *ALSO IT WOULD BE A RELIGIOUS KIND OF ACT – WITHIN OUR RELIGION*
(PARTICIPANTS, FOCUS GROUP 7)

Getting involved in Volunteering

For those who had had experience of volunteering, participants had clear ideas on the main motivations for getting involved, and also the best way of getting more ethnic minority young males involved in volunteering. The key motives cited focused on volunteering in order to help certain groups in need – and many times these were distinct ethnic or religious minority groups. Personal benefits - such as gaining increased confidence - were also mentioned as a motivation.

- WHAT ARE YOUR MAIN MOTIVES FOR VOLUNTEERING?*
- *HELPS COHESION - E.G. GETTING DIFFERENT GROUPS TOGETHER*
 - *I DID TUTORING TO HELP THE UNDERACHIEVING MUSLIM GROUPS*
 - *RELIGION WAS A MOTIVATION*
 - *HELPING OTHER PEOPLE TO BE SELF-RELIANT*
 - *INTERESTED IN THE SUBJECT – ADDRESSING AN IMPORTANT ISSUE*
 - *BOOSTS CONFIDENCE – YOURS AND THE PEOPLE YOU ARE HELPING*
(PARTICIPANTS, FOCUS GROUP 4)

In terms of the avenues by which participants got involved in volunteering, the most frequently mentioned ones were through word of mouth via pre-existing social, religious or community groups.

HOW DID YOU GET INVOLVED IN VOLUNTEERING?

- *THROUGH A FRIEND*
- *I FELT PASSIONATE ABOUT IT*

(PARTICIPANTS, FOCUS GROUP 5)

HOW DID YOU GET INVOLVED IN VOLUNTEERING?

- *THOUGH NOTICES IN THE MOSQUE*
- *SOMEONE STOOD UP AND ASKED FOR VOLUNTEERS IN THE MOSQUE*
- *SOMEONE I KNOW JUST ASKED ME*
- *ISLAM TELLS YOU TO HELP EACH OTHER...IT'S ALMOST A CULTURAL TRADITION TO US...EITHER THROUGH FAMILIES OR PEERS...IT'S A NOR FOR US*
- *I GOT INVOLVED WITH WORKING WITH SCOPE THROUGH MY SCHOOL – I DID 10 HOURS OVER A FEW WEEKS – I ASKED MY TEACHER TO SORT IT OUT*

(PARTICIPANTS, FOCUS GROUP 6)

When asked for suggestions on how to get more people involved, participants emphasised personal contact through word of mouth, talks and presentations to community groups as being the most effective means of recruiting volunteers. Other means mentioned were through schools, or through the internet. Leaflets in particular were singled out as being ineffective as they are mostly ignored and thrown away.

HOW TO GET MORE PEOPLE INVOLVED IN VOLUNTEERING?

- *WORD OF MOUTH IS BEST*
- *PERSONAL CONTACT*
- *FACE TO FACE*
- *NOT LEAFLETS, AS THESE JUST LAND ON YOUR DOOR STEP AND GET IGNORED*

- AND BRINGING IT HOME THAT YOU CAN STILL SERVE THE COMMUNITY THROUGH MAINSTREAM ORGANISATIONS - MAYBE SOMEONE IN THE COMMUNITY COULD NEED TO CALL CHILDLINE, FOR EXAMPLE
- ALSO, THROUGH THE INTERNET, FACEBOOK ETC – BUT IT NEEDS TO BE WELL ORGANISED – YOU DON'T WANT TO WASTE YOUR TIME
- AND IT HAS TO BE FOR A GOOD CAUSE ..

(PARTICIPANTS, FOCUS GROUP 4)

WHAT IS THE BEST WAY OF GETTING PEOPLE INVOLVED IN VOLUNTEERING?

- PEOPLE NEED TO FEEL THEY HAVE SOMETHING TO CONTRIBUTE
- YOU NEED TO RAISE AWARENESS AND BUILD THEIR CONFIDENCE
- OR GET A GOOD RELIGIOUS PREACHER TO EXPOUND THE BENEFITS OF IT
- SPEAKING DIRECTLY
- MAKE PEOPLE REALISE THEIR SPECIAL CAPABILITIES AND WHAT THEY CAN DO FOR THE COMMUNITY

(PARTICIPANTS, FOCUS GROUP 6)

HOW TO GET MORE ETHNIC MINORITY YOUNG MALES INVOLVED IN VOLUNTEERING?

- ASKING DIRECTLY – FACE TO FACE
- NOT LEAFLETS
- MAKE IT EASIER AND MORE DIRECT
- AND GIVING KEY ROLES ETC LIKE WHEN THEY ARE RECRUITING FOR JOBS
- AND SAYING THEY CAN GIVE YOU TRAINING, ETC,
- AND MAKING IT FLEXIBLE AND ATTRACTIVE
- AND MAKING IT POSSIBLE TO DO IT IN 2'S OR 3'S – SO YOU FEEL HAPPIER AND MORE RELAXED, AND NOT JUST ON YOUR OWN....

(PARTICIPANTS, FOCUS GROUP 5)

HOW TO ADVERTISE VOLUNTEERING OPPORTUNITIES?

- MAYBE THROUGH TV

- *THERE'S A LOT OF STUFF ABOUT – SPONSORING AN ORPHAN, ETC – BUT IT DOESN'T REALLY GET THE MESSAGE ACROSS – IT SORT OF GOES OVER YOUR HEAD*
- *IF THERE WAS SOME INITIATIVES, THROUGH SCHOOLS, UNIVERSITIES AND SO ON, IT MIGHT HELP*
- *I DO SEE EMAILS FROM [STUDENT VOLUNTEERING ORGANISATION] – BUT I JUST DELETE THEM IF THEY ARE NOT DIRECTLY FOR ME.*
- *THE BEST WAY IS GIVING TALKS- E.G. THROUGH LECTURERS OR THROUGH MOSQUES – WHERE THERE IS A BIG CONGREGATION OF PEOPLE AND EVERYONE CAN GET TALKING ABOUT IT AND SORT OF GET THE WHOLE COMMUNITY INVOLVED*

(PARTICIPANTS, FOCUS GROUP 7)

HOW TO GET MORE ETHNIC MINORITIES INVOLVED IN VOLUNTEERING?

- *IT'S BEST TO START LOCAL*
- *PEOPLE LIKE TO SEE THE EFFECTS OF WHAT THEY ARE DOING*
- *START FROM PLACES LIKE THE MOSQUE*
- *START WITH THE LEADERS OF THE COMMUNITY*
- *OR HAVE A VOLUNTEERS FAIR LIKE A CAREERS FAIR*

(PARTICIPANTS, FOCUS GROUP 6)

HOW TO GET MORE ETHNIC MINORITY YOUNG MALES INVOLVED IN VOLUNTEERING?

- *IT WOULD BE NICE TO HAVE SOME ADVERTS FOR VOLUNTEERING OPPORTUNITIES IN THE MOSQUE – 'COS THE AMOUNT OF PEOPLE WHO WALK PAST IS IMMENSE*
- *OR SPEAKERS*
- *ADVERTISING THROUGH COMMUNITIES IS MORE EFFECTIVE THAN JUST ADVERTISING*

Community Volunteering or Mainstream Volunteering

One striking finding was that most of the participants in the study, who did have experience of volunteering, had been involved in volunteering for ethnic minority or religious faith groups rather than through mainstream volunteering agencies. The question was asked what was stopping these young people from getting more involved in mainstream volunteering. Responses focused on the lack of information and lack of awareness about volunteering opportunities through mainstream volunteering organisations. Others mentioned the lack of personal contacts with, lack of exposure to, and possible lack of trust in these agencies. A few participants mentioned the fact that volunteers prefer to start 'local' in order to see the direct effects of their volunteering efforts.

WHY DON'T MORE PEOPLE VOLUNTEER THROUGH MAINSTREAM ORGANISATIONS?

- *THERE IS A LACK OF INFORMATION...IF YOU WANT TO DO VOLUNTARY WORK YOU HAVE TO FIND IT YOURSELF OR DO IT THROUGH SCHOOL*
- (PARTICIPANT, FOCUS GROUP 7)

WHAT IS STOPPING MORE MAINSTREAM VOLUNTEERING?

- *THERE IS NOT ENOUGH ADVERTISING AND INFORMATION ABOUT IT*
- *I HAVEN'T' HEARD OF ANY OPPORTUNITIES – ESPECIALLY NOT FOR YOUTH*
- *WE DON'T HAVE THE CONTACTS....SO WE DON'T HEAR ABOUT THOSE OPPORTUNITIES.*
- *IT WOULD BE GOOD IF VOLUNTEERING ORGANISATIONS CAME TO THE MOSQUE TO TELL YOU ABOUT OPPORTUNITIES.*
- *I NEVER KNEW THAT CHIDLIN RELIES ON VOLUNTEERS, FOR EXAMPLE*

(PARTICIPANTS, FOCUS GROUP 4)

WHY IS THERE MORE VOLUNTEERING FOR THE 'COMMUNITY' THAN FOR MAINSTREAM ORGANISATIONS?

- *I WOULD VOLUNTEER FOR ANY COMMUNITY AS LONG AS THERE IS A NEED*
- *YOU NEED SOME INTRODUCTIONS TO THE OUTSIDES*
- *I THINK THERE IS A LACK OF AWARENESS WITHIN ETHNIC MINORITY COMMUNITIES ABOUT THE DIFFERENT VOLUNTEERING ORGANISATIONS*
- *ONE OF THE REASONS IS LACK OF AWARENESS – THEY DON'T KNOW HOW FEASIBLE IT IS TO JOIN THEM – THE BIG ORGANISATIONS.*
- *THEY'D RATHER JOIN SOMETHING LOCAL SO THEY CAN SEE THE DIFFERENCE*
- *INDIVIDUALS HAVE TO KNOW THE IMPORTANCE OF VOLUNTEERING – THROUGH THEIR CULTURE OR RELIGION*
- *MAYBE THERE IS A LACK OF TRUST IN BIG MAINSTREAM ORGANISATIONS*
- *IF YOU GO THROUGH THE MAIN AUTHORITIES WITHIN EACH COMMUNITY THEY CAN SPREAD THE WORD BETTER.*
- *AND IF THE BIG ORGANISATIONS RECRUIT MORE ETHNIC MINORITY PEOPLE WITHIN THEIR ORGANIZATIONS AS STAFF*
- *IT'S ALL BECAUSE OF EXPOSURE*
- *WE DON'T KNOW THE AVENUES HOW TO JOIN THEM*

(PARTICIPANTS, FOCUS GROUP 6)

IS COMMUNITY VOLUNTEERING DIFFERENT TO MAINSTREAM VOLUNTEERING?

- *I FEEL THERE IS MORE OF A NEED WITHIN THE MUSLIM COMMUNITY WOULD YOU VOLUNTEER FOR A NON-MUSLIM ORGANISATION?*
- *YES, MAINLY FOR THE PURPOSE OF IMPROVING MY CV AND FOR GETTING INTO UNIVERSITY*

(PARTICIPANT, FOCUS GROUP 5)

Accreditation and Expenses

Participants were asked what other factors would either attract them to or put them off from volunteering, and were asked specifically about accreditation, training, or travel or lunch expenses for volunteering. Most participants agreed that accreditation was a bonus, but was not the main decisive factor in whether or not to volunteer, and was in fact sometimes worthless if it was just an 'in house' rather than a recognised accreditation. Almost all agreed that basic expenses should be provided, but again, this was a bonus, rather than a decisive factor.

WOULD YOU BE MORE INCLINED TO VOLUNTEER IF IT WAS ACCREDITED?

- *IT WOULD DEPEND ON THE CERTIFICATE...IF IT WAS JUST A PIECE OF PAPER SAYING YOU TOOK PART, THEN NO...BUT IF IT WAS A PROPER QUALIFICATION, THEN MAYBE...YES*

(PARTICIPANT, FOCUS GROUP 2)

WOULD YOU WANT VOLUNTEERING TO BE ACCREDITED?

- *YES, THAT WOULD BE AN INCENTIVE – LIKE FOR EXAMPLE, THE MILLENNIUM VOLUNTEERS SCHEME IS GOOD...*
- *BUT I WOULDN'T DO IT JUST TO GET A CERTIFICATE*
- *YES, IT'S A FORM OF RECOGNITION FROM THE ORGANISATION – A WAY OF SAYING THANK YOU*
- *BUT IT WOULDN'T BE WORTH IT IF IT WAS JUST A PIECE OF PAPER*

(PARTICIPANTS, FOCUS GROUP 4)

WHAT OTHER FACTORS WOULD ATTRACT YOU TO VOLUNTEERING – E.G. ACCREDITATION, EXPENSES?

- *THESE ARE SECONDARY – THE MAIN THING IS TO DO THE GOOD THING IN THE FIRST PLACE...YOU'RE NOT DOING IT TO GET SOMETHING IN RETURN*
- *IT'S MORE IMPORTANT TO SEE THE DIFFERENCE YOU'RE MAKING*
- *IMPORTANT TO BE GIVEN A PROPER ROLE TO DO*

(PARTICIPANTS, FOCUS GROUP 7)

WHAT ABOUT EXPENSES?

- *YES, THIS IS VERY IMPORTANT, ESPECIALLY FOR US STUDENTS...*

WHAT ABOUT ACCREDITATION?

- *THIS IS NOT SO IMPORTANT – NOT FOR US ANYWAY, AS WE ARE ALREADY IN UNIVERSITY....MAYBE FOR YOUNGER PEOPLE*
- *WE DON'T LOOK FOR THE GLORY*
- *IT'S GOOD BUT IT SHOULD NOT BE THE EMPHASIS*

(PARTICIPANT, FOCUS GROUP 6)

WOULD YOU BE MORE INCLINED TO VOLUNTEER IF YOU RECEIVED LUNCH AND TRAVEL EXPENSES?

- *THIS IS NOT SO IMPORTANT, IT IS MORE IMPORTANT TO BE MAKING A DIFFERENCE....*

(PARTICIPANT, FOCUS GROUP 2)

WHAT OTHER FACTORS WOULD ATTRACT YOU TO VOLUNTEERING?

- *IT WOULD BE GOOD IF YOU COULD GO IN TWO'S OR THREE'S...*
- *AND IF IT WAS SOMEWHERE CLOSE TO HOME...*
- *AND SOMEWHERE WHERE YOU CAN SEE PEOPLE YOU KNOW..*

(PARTICIPANTS, FOCUS GROUP 1)

WHAT WOULD ATTRACT YOU TO VOLUNTEERING?

- *MAKE IT A BIT MORE COMPETITIVE/ OFFICIAL*

- *AND PAY TRAVEL EXPENSES*
 - *MAKE YOU FEEL VALUED*
 - *MAKE IT PROFESSIONAL – E.G. KEEP TO TIMES FOR MEETINGS*
- (PARTICIPANTS, FOCUS GROUP 4)*

WHAT WOULD ATTRACT YOU TO VOLUNTEERING/WORK EXPERIENCE?

- *BEING IN TOWN WHERE YOU CAN SEE YOUR MATES, OR THEY CAN COME AND SEE YOU*
 - *SOMEWHERE CLOSE TO WHERE YOU LIVE*
- (PARTICIPANTS, FOCUS GROUP 2)*

Barriers or 'Push' Factors to Volunteering?

Participants were asked what would put them off from volunteering. Responses focused on the flexibility of hours, proximity to where they lived, and how people treated you. However, as outlined previously, the biggest thing stopping people from volunteering was that no-one had ever asked them.

WHAT WOULD PUT YOU OFF VOLUNTEERING?

- *THE PEOPLE – IF THEY WERE UNFRIENDLY, OR IF NO FRIENDS WERE THERE*
 - *THE DISTANCE – I WOULDN'T WANT TO TRAVEL FAR*
- (PARTICIPANTS, FOCUS GROUP 2)*

WHAT WOULD PUT YOU OFF VOLUNTEERING?

- *HOW THEY TREAT YOU*
- *WORKING RIDICULOUS HOURS OR DOING WORK YOU'RE NOT SUPPOSED TO*
- *OR HOW DIFFICULT IT IS TO GET THERE*
- *IT WOULD DEPEND*

- *I DON'T LIKE TIME WASTING, SO...*
- *IF I ENJOYED IT, I WOULD BE HAPPY TO GIVE AS MUCH TIME AS NEEDED*
(PARTICIPANTS, FOCUS GROUP 4)

WHAT WOULD PUT YOU OFF VOLUNTEERING?

- *STUDY, WORK, LACK OF TIME, ETC. OR INFLEXIBLE HOURS...*
(PARTICIPANT, FOCUS GROUP 7)

Work Experience or Volunteering?

As already mentioned, for the younger focus group participants, their experience of volunteering was very limited and therefore the whole discussion was framed around work experience, the benefits of this and so on. The younger participants were more familiar with the concept of work experience and sometimes explicitly stated that it 'sounded better' than volunteering. However, in contrast to the older respondents, the younger ones had a much more individualised notion of volunteering/ work experience, and the benefits of getting involved.

WORK EXPERIENCE?

- *'WORK EXPERIENCE' SOUNDS MORE ATTRACTIVE THAN*
'VOLUNTEERING'
(PARTICIPANT, FOCUS GROUP 1)

But many of the older participants questioned whether work experience could be called volunteering:

WORK PLACEMENTS?

- THIS IS NOT VOLUNTEERING...
- THE REWARD WAS JUST FOR ME, NOT FOR THEM...

(PARTICIPANT, FOCUS GROUP 5)

WORK EXPERIENCE?

- YOU ARE FORCED TO WORK EXPERIENCE, BUT VOLUNTEERING IS YOUR OWN CHOICE

(PARTICIPANT, FOCUS GROUP 3)

WORK PLACEMENTS?

- I HAD TO DO THIS IN SCHOOL
- I DID WORK PLACEMENTS IN ACCOUNTING AND DENTISTRY – THROUGH SCHOOL
- I DIDN'T SEE IT AS VOLUNTEERING – I DID IT PURELY FOR THE PERSONAL GAIN – TO HELP ME TO GO TO UNIVERSITY
- I WOULDN'T SAY IT WAS VOLUNTEERING – 'COS MOSTLY YOU ARE FORCED TO DO IT (THROUGH SCHOOL)...AND USUALLY YOU JUST OBSERVE OTHER WORKERS (WHO ARE PAID) ...YOU DON'T ACTUALLY DO MUCH YOURSELF
- A LOT OF THE TIME YOU CAN'T DO MUCH DUE TO HEALTH AND SAFETY ISSUES, ETC
- WORK PLACEMENTS AND EXPERIENCE CAN PROMOTE VOLUNTEERING THOUGH – FOR EXAMPLE IF YOU DO WORK EXPERIENCE IN A CHARITY SHOP
- WORK EXPERIENCE CAN ALSO MAKE IT EASIER FOR YOU TO VOLUNTEER – COS IF YOU GO INTO A NEW ENVIRONMENT YOU GAIN CONFIDENCE, ETC, AND SO THIS HELPS PEOPLE

(PARTICIPANTS, FOCUS GROUP 4)

WORK EXPERIENCE?

- *SCHOOLS WORK EXPERIENCE IS MORE FOR YOUR OWN BENEFIT AS WELL AS OTHER PEOPLE'S BENEFIT*

(PARTICIPANT, FOCUS GROUP 7)

For the younger participants, work experience was more unproblematically seen as a good opportunity to get experience, boost your job prospects and so on. They were asked what factors would attract them to take up an unpaid work experience opportunity. Most answers focused on the link between this and future career plans and employment prospects.

WHERE WOULD YOU LIKE WORK EXPERIENCE?

- *SOMEWHERE IT'S EASY TO GET A PART-TIME JOB AFTERWARDS*
- *SOMEWHERE TO FIT IN WITH YOUR FUTURE CAREER PLANS*
- *SOMEWHERE YOU CAN GET GOOD DISCOUNTS ON THE STUFF THEY SELL*

(PARTICIPANT, FOCUS GROUP 1)

WHAT MADE YOU CHOOSE YOUR WORK EXPERIENCE PLACEMENT?

- *I RAN OUT OF CHOICE – EVERYTHING ELSE WAS TAKEN UP*
- *I WAS CONSIDERING MY FUTURE CAREER OPTIONS*
- *MY FORM TUTOR CHOSE IT*

(PARTICIPANTS, FOCUS GROUP 2)

WHAT SORT OF WORK PLACEMENTS/ VOLUNTEERING WOULD YOU BE INTERESTED IN?

- *WITH THE POLICE*
- *ARMY*

- HOSPITAL
- ACCOUNTANTS
- RESTAURANT
- LAW FIRM
- A SHOP – (COS THEN YOU CAN GET A JOB AFTERWARDS)
(PARTICIPANTS, FOCUS GROUP 1)
- DENTIST
- PHARMACY
- AIRPORT
- ENGINEERING
- OPTICIANS
(PARTICIPANTS, FOCUS GROUP 2)
- POLICE
- HOSPITAL
- BANKS
- ACCOUNTANTS
(PARTICIPANTS, FOCUS GROUP 3)

- WHAT STRUCTURE OF WORK PLACEMENTS WOULD YOU BE INTERESTED IN?
- DURING THE SCHOOL HOLIDAYS OR DURING SCHOOL TERM TIME
 - MAYBE FOR ONE OR 2 WEEKS
 - OR ONE DAY A WEEK, OR ONE AFTERNOON A WEEK...
(PARTICIPANTS, FOCUS GROUP 3)

Participants were asked whether they would like more information about volunteer work opportunities, and what would be the best way of getting the information across to them.

WOULD YOU LIKE MORE INFORMATION ON THE TOPIC?

- YES, WOULD BE HELPFUL IF EYST GATHERED THE INFORMATION ON WHAT'S AVAILABLE
- AND IF THEY TOLD YOU EVERYTHING YOU NEED TO SORT IT OUT

HOW TO GET THE INFORMATION ACROSS?

- INTERNET
- WEBSITE
- NEWSLETTER

(PARTICIPANTS, FOCUS GROUP 1)

Organisational Responses

Volunteering organisations were invited to respond to a short questionnaire either by email or telephone. An email questionnaire was sent out to which there was a fairly low response rate. Follow up telephone interviews proved more successful. See Appendix 3 for list of organisations who provided a response. All of the respondents were volunteering officers, responsible for recruiting volunteers to the organisations. The organisations consulted cover the following remits:

Organisational Remits

- *Support for older people*

A voluntary organisation that aims to support older people through a variety of services. They provide practical and emotional support with the aim of giving

older people the information and resources they need, empowering them to make their own choices.

- *Support for children and young people*

A children and young peoples charity.

- *Support for Voluntary Organisations and Volunteers*

A voluntary sector organisation that supports people in gaining access to volunteering opportunities. The organisation has other key functions such as supporting new voluntary and community groups in setting up policy structure, gaining access to appropriate funding and making that first step to be a recognised community group. The organisation also has projects supporting parents, young people, those from rural localities and within a mental health and broader health agenda.

- *Support for victims and witnesses of crime*

An organisation to support the victims, survivors and witnesses of crime, including training department and assessment centre in order to develop the skills base of staff and volunteers.

- *Support for children in distress*

A free telephone helpline for children and young people. It is available from anywhere within the United Kingdom and provides a confidential telephone counselling service for any child with any problem

- *Support for student volunteering initiative*

A student volunteering charity with the remit of enriching the lives of disadvantaged peoples, challenging discrimination and supporting people with disabilities. All projects are student led and work with children and young people,

people with disabilities and vulnerable adults (from an asylum seeker to an elderly person to an adult experiencing mental health issues.)

- *Support for student volunteering initiative*

A student volunteering charity which aims to enhance the lives of disadvantaged and vulnerable people of the community and surrounding area. A student-owned and led charity, providing mentoring, support and friendship for children and adults

Experience of ethnic minority young males volunteering

The majority of the organisations consulted had limited experience of working with ethnic minority male volunteers, and most recognised that this group was under-represented based on all three characteristics: age, sex and ethnicity. Most respondents had not tried any targeted recruitment drive for this group.

‘Currently of approximately 380 volunteers, 100 are male and 5 are under 30 years old. Our records regarding ethnicity are dependent on volunteers completing our Equal Opportunities monitoring form. I would estimate that about 5-15% of our volunteers are from an ethnic minority...We have not tried any targeted recruitment drives with this client group’.

‘Our experience with ethnic minorities is very low. We currently only have BME young girls and women who volunteer for us....We have not tried to actively recruit from this client group’

'I'm not sure how much experience we have – there is one ethnic minority male volunteering in [town] – and one other in [other town]. It's something we're very keen to promote and encourage.'

*'Under our constitution we are only able to recruit volunteers from the student body of {***} University. Ethnic minority young males are under-represented however this appears to reflect the overall difficulty of recruiting male volunteers compared to female volunteers.'*

A few other respondents did have higher levels of ethnic minority male volunteers, and this appeared to be linked to targeted recruitment drives:

*'We actively try to recruit young BME males in an attempt to match our volunteer base with the ethnic base of our community, both [town] and of the university. At the moment our percentage of volunteering ethnic minority young males is about 8% which is not very good. We have projects such as [****] boys project which is actively seeking young men from BME communities.'*

'We do get a fair amount of ethnic minority potential volunteers through the service some of which are male and young aged 14-24. The specific youth project has and does work towards working with agencies that support ethnic minority youth towards possible volunteering projects / support...Within my role I have and do actively try to recruit from this client group'

'Yes, we have quite a number of this client group. For example, 4 out of 9 on one training course last week were ethnic minority young males – this is slightly higher than the average though. They were recruited through word of mouth – all young law students – who came to us through the Court. In [town] in particular, we don't have any issues with recruiting from this group - I think we have at least one ethnic minority young male on every training group. In [another town] it is slightly less'.

Barriers to Ethnic Minority Males Volunteering

Respondents were asked what they saw as the main barriers to ethnic minority males volunteering. Answers focused on barriers due to their gender, their age, and their ethnicity/ language/ culture. A few respondents also mentioned the lack of cultural awareness within volunteering organisations, as well as the perceptions held by ethnic minority young males of volunteering

'We find that language can sometimes act as a barrier as communication between our volunteers and clients is very important. '

'Young people do not understand fully the benefits of volunteering. They associate it with the older generation.

[Ethnic minorities] may be afraid that they may have to work hard to fit in (cultural differences etc).

Young people and men generally are difficult to recruit especially with a service like ours that requires them to get in touch with their emotional side.'

Gaining access to the group and to individuals within that group once met with. Identifying a strategy for supporting volunteering with those that work with young ethnic minority males.

Perception of volunteering from young ethnic minority males

Perhaps a lack of awareness of range of opportunities available to young people from support workers, young people

A lack of awareness that young people want to volunteer from voluntary sector

Lack of awareness in voluntary sector of potential needs of supporting young ethnic minority males in volunteering'

'I think the main barrier for BME young males (especially foreign students/newly arrived immigrants) is that the concept of volunteering is not familiar to them. It is neither easily understood nor appealing when put in the context of a job for which

you don't get paid. In other cultures volunteering may take on a different guise but would not be considered as a stand alone concept or life-style choice as it is here.

Other barriers may be generic ones such as time, family commitment, lack of knowledge about opportunities, male pride/honour.'

'I think within the retail format, probably one of the barriers is that our typical volunteers tend to be older women – and that is a barrier – just in terms of like attracts like...although it's not exclusive...

We'd like to have more diversity – but I think it might be off-putting for younger males and possible females - especially if they're looking for 'own age, own gender' volunteering – which tends to be the case for younger volunteers

Also in terms of expenses – we pay expenses to volunteers in the children's services, but not in the retail – and this can be a bit of a barrier '

*'Within **** University there is a strong representation of international students. We have found in addition to the general difficulty of recruiting males there is a cultural barrier to overcome as well. Volunteering is in many cases an unknown concept'.*

One project with particularly high numbers of ethnic minority male volunteers spoke about what had helped to make this the case:

'Why successful? I think that it's because:

- all the training is accredited*
- and also because of the nature of the charity – we get two kinds of people: either university students studying law, social work, etc, or we get people who have been supported through the organisation because they have been victims or witnesses of crime*

The respondent went on to emphasise the practical steps the organisation had taken to establish good links with this client group:

'We have worked hard recently to establish links with ethnic minority charities and organisations. We have done interagency training, attending conferences, giving presentations, literature...It's been a concerted effort – we've worked quite hard at this over the last few years

So now I don't think there are any barriers –we enable anybody to volunteer – diversity and equality underpins the ethos of our organisation. Some practical examples include:

- *all our working material is available in larger fonts for those with a visual impairment*
- *We've recently moved to disabled-friendly premises on the ground floor*
- *We have members of staff who speak various languages so they can speak to people wishing to volunteer.*

We don't see it as a problem, but a challenge which we will rise to.'

Incentives for Volunteering

Respondents were asked what incentives were available to their volunteers. The majority of responses focused on training, expenses, improved employment prospects, and personal rewards and satisfaction.

'All volunteers are offered travelling expenses and regular support and supervision as required.'

- *'Offer ongoing supervision with supervisors*
- *Ongoing training*
- *Reimbursements offered from first training. (Mileage, parking, bus, train)*
- *Taxi service for volunteers on base after 10:00pm*
- *Social networking events'*

'Recognition, sense of achievement, training, qualifications, building CV, self esteem, confidence, gain new skills and experiences, fun, social element, working as part of a team, learning to work on own, real life experience in real world setting, accreditation, helping a community in need.'

'Volunteers are awarded with millennium volunteer certificates when they complete 50, 100 and 200 hours of volunteering. There are lots of free training sessions and a great social network.'

'If they're working in children services – then travel, lunch and childcare if required. (But not for those in the retail outlets); Training – e.g. health and safety, customer services, safeguarding, etc.; And we have a recognition scheme – with some we have Millennium Volunteers, or cards & badges.'

'We offer certification for volunteering hours accredited by the University, volunteers that can fit the criteria of hours given are offered the opportunity to take part on the Millennium Volunteering programme. We also provide specific training to meet volunteer's needs'

'Accredited training, mileage and food allowance if training/ volunteering all day. Our volunteers can get up to 26 full days of training and can get up to NVQ level 3 through the training we provide. 5 days training is mandatory (basic training) , then there is further specialist training available (usually 4 day courses) in areas such as domestic violence, racist crime, etc.

And many also get practical experience to support their course – e.g. those doing law degrees. A lot of our volunteers go on to work in the courts. We also monitor how many of our volunteers go on to work or employment – known as 'completers'.'

Promoting Volunteering Opportunities

Respondents were asked in which ways they promoted the volunteering opportunities available within their organisations.

*'We promote volunteering opportunities through the volunteer Bureau in [town]. We also have information about opportunities on our website, undertake specific recruitment drives at **** University, give talks and generally promote the organisation through posters and leaflets in places of interest such as libraries, leisure centres, doctors surgeries etc.'*

'We do this in a variety of ways:

- Volunteer Information Meetings- potential volunteers attend to find out more about existing opportunities.*
- National and local Media coverage includes-Website, South Wales Evening Post and TV advertisement.*
- Work closely with all CVS within South Wales.*
- Work with schools, colleges and Universities within South Wales.'*

'Via email, calling potential partners, flyers, events, conferences, school visits, college visits, community newsletter, press releases, radio adverts and talks.'

'We have recently got some bi-lingual posters (Bengali, Urdu) and am currently looking for Somali, Mandarin and Arabic translations too to encourage BME young males to consider volunteering and take it out of its white female middle class stereotype.

We have tried to introduce sports projects and practical and creative stuff. We are also really keen to increase the general male presence in our organisation.'

'Through the local voluntary council. Also through our website. In terms of the retail outlets – they have posters in the window, or people who use the outlets – through word of mouth.'

'Through our web-site, Fresher's week, our volunteering fair and advertising campaign throughout the University'

'We do recruitment drives – we go to other charities and organisations, we go to community centres, give talks, put up stands at events, give presentations, literature, etc.

But a lot of it is word of mouth – or they have received a service from us – so they have had first hand experience of the organisation and want to give something back to say thank you.'

Attracting more ethnic minority young male volunteers

Respondents were asked whether they would like to attract more ethnic minority young male volunteers to their organisations. All respondents stated that yes, they would like to do so. Respondents were also asked what they saw as the potential benefits to their organisation of doing so. The key benefits were seen to be adding to and promoting the diversity of their organisation, being better able to meet the needs of service users, and just increasing the size of their volunteer base.

'I think it is always of benefit to have a range of volunteers to be able to respond to the needs of our service users.'

'Yes we would like to recruit more ethnic minority young males, this would benefit our organisation by

- Allowing us to increase the volunteers we currently have*
- It would be a added bonus because young men are difficult to recruit*
- It would allow for cultural awareness to grow within the organisations as we would work harder to meet the needs of these volunteers*
- It would help to show how diverse we are as an organisation through the diversity of the volunteers that we would have.'*

'Yes – broadening volunteer network in [town], gaining skills and experiences from that group, supports integration, offers diversity in terms of culture and religion which is enlightening and promotes an environment of greater awareness and breaking down discrimination and perceived barriers to all involved. Also target clients for some projects as a marginalised group in UK society.'

'As already mentioned we are really keen to reflect our community in our volunteer make-up. Believing volunteering to be central to well being of people especially young people we are hoping always to recruit more volunteers to provide greater support for the many people living in disadvantaged situations in our community.

The benefits are obviously an increased workforce and diversity for the organisation, new ideas, dynamics and fresh perspectives as with any new volunteer.'

'Yes, the benefits for our organisation would be diversity – and that's something we view positively –because our client groups are very diverse.

Young male volunteers bring a different perspective from young women – and that diversity makes us a better organisation for our service users – different ideas, perspectives, etc

Diversity reflects positively on us as an organisation.

A lot of people who volunteer gain skills, etc, and then end up applying for and working for our organisation.

'Yes, we have a number of projects on which a high proportion of ethnic minority children take part, more volunteers especially male would be positive role models for the children.'

'We are always keen to recruit more volunteers from all sections of society'

Conclusions & Recommendations

Conclusions

- Ethnic minority young males in Wales do volunteer, are engaged in community initiatives, and have a strong sense of civic and community duty which they express in their daily activities. The type of volunteering they are engaged in are often - but not always - closely linked to their ethnic, religious or faith communities, and this volunteering is often motivated by a sense of 'wanting to help' a group in need.
- Ethnic minority young males are also more likely to be involved in volunteering which is linked to sports activities – such as coaching, than other types of volunteer work. There are also examples of ethnic minority young males getting involved in mainstream volunteering organisations, but this is less common, and usually organised via schools.
- There is a marked difference between different age groups and their experience and involvement in volunteering. For school age young people, their most direct experience of volunteering tends to be that offered through school work experience opportunities, which they perceive as volunteering due to its unpaid nature. This age group also displays a more

individualised notion of the benefits of volunteering, emphasising the advantages in terms of getting a job and career progression.

- For older ethnic minority young males, particularly those in university, there is a broader more altruistic vision of volunteering as something which is done of one's own free will in order to benefit others primarily. Religious societies also offer ample opportunities for young males of this age group to get involved in a variety of voluntary activities for the benefit of particular ethnic or religious groupings. Even in non-religious settings, the notion of helping out is firmly established and frequently employed, especially in close-knit ethnic minority communities and many of the research participants give examples of just helping out for friends or family.
- Despite this high involvement in voluntary work, especially for the older groups, the incidence of ethnic minority young males volunteering in mainstream organisations is very low. This research suggests that the biggest barriers to this are, firstly, that they don't know that these opportunities exist, and, secondly, that they don't have any personal contact with volunteering organisations. Thirdly, it is not always clear to ethnic minority young males how the values and aims of voluntary organisations may also fit with their own personal priorities about helping those in need.
- For younger ethnic minority males, the notion of volunteering is still quite remote from their daily lives, and it appears that schools do not use the work experience programmes to make links to the volunteering agenda.
- Generally, volunteering incentives such as training, accreditation and expenses are seen as a good thing, but for those young people who have or do volunteer, these are not the primary motives for getting involved. For those who have not volunteered, accreditation and helping young

people to get a job or get into university is a good enough reason to take up volunteering.

- Word of mouth and personal contacts is the most effective means of promoting volunteering and getting ethnic minority young males involved in volunteering. The participants in this study strongly felt that if mainstream volunteering organisations wanted to get more ethnic minority young males involved, then they should just ask them – giving talks or presentations through schools, youth groups, religious or other community groups. Leaflets and so on were thought to be ineffective.
- From the point of view of volunteering organisations, it is clear that there is a drive to increase the diversity of volunteers, and to recruit more ethnic minority young males as volunteers. However, most volunteering organisations are still at the very early stages of this drive, and lack contacts with organisations with such client groups who could facilitate information and recruitment. This is particularly the case in areas with lower ethnic minority populations.
- It also appears that some mainstream volunteering organisations may rely too heavily on leaflets, websites or other printed means of communication to promote their volunteering opportunities, and may not focus enough on personal contacts, talks and presentations to youth/ community groups to recruit more volunteers.

Recommendations

Based on these findings, the following recommendations are made:

1. Mainstream volunteering organisations should strengthen links to youth, community and religious groups with ethnic minority young male clients, and work collaboratively to meet mutual goals and recruit more volunteers from this client group.

2. Mainstream volunteering organisations should focus on delivering more talks and presentation to such groups, as well as training existing ethnic minority employees or volunteers to deliver such talks.
3. Mainstream volunteering organisations should get more involved in offering work placement opportunities both through the schools work experience programmes, and through other youth/ community projects.
4. Schools should take steps to link their work experience programmes to the broader volunteering and citizenship agendas, rather than solely expounding the career-related benefits of unpaid work.
5. Government-backed Volunteering initiatives such as Millennium Volunteers, and so on, should increase their links to and understanding of religious or community-based voluntary organisations, particularly non-Christian groups who are stigmatised in the current political climate.
6. Volunteering initiatives and projects should aim to draw more parallels between their broader goals and objectives and the more locally & community-based concerns of ethnic minority young males.
7. Ethnic minority youth groups and religious or community organisations should strengthen their links to mainstream volunteering organisations, ensuring all staff and volunteers are familiar with and supportive of the youth volunteering agenda.
8. Volunteering programmes need to be flexible and responsive to the varying motivations of potential volunteers, from those with more individual career-related motives, to those with more altruistic reasons for involvement.

Appendix I: Focus Group Composition

Focus Group Composition

Focus Group	Age Range	Ethnicities Represented
1	12-16	Bengali African-Caribbean Pakistani
2	12-17	Bengali Indian Arab
3	12-17	Bengali
4	11-23	Pakistani Algerian Palestinian Syrian
5	12-15	Black African
6	18-25	Bengali Arab Pakistani

		Malaysian Libyan Nigerian
7	18-22	Arab/ British French/ Arab

Appendix II: Focus Group Interview Schedule

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Focus Group Interview Questions

1. What does the term 'Volunteering' mean to you?
2. What does the term 'Work Placement' mean to you?
3. Have you or anyone you know ever had any experience of Volunteering or Work Placements, or anything similar?
4. If not, would you like to have any opportunities like this? And if so, what sort of opportunities would you like? E.g. – in which organisations? for how long? Etc, etc.
5. What sort of thing would attract you to take up these opportunities – e.g. Pay, knowing someone in the organisation, accreditation, etc, etc.

6. What sort of thing would stop you or put you off from taking up such an opportunity? – e.g. Too much time needed, not enough information about these opportunities, apprehensive about going into a strange environment, etc, etc.
7. What do you think would be the best way of getting across information about the opportunities available to gain experience in different organisations?
8. Would you like to receive more information about this topic in the future?

Appendix III: Volunteering Organisations Questionnaire

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Volunteering Organisations - Questionnaire

9. Please briefly outline the remit of your organisation:

10. What, if any, is your organisations' experience of ethnic minority young males volunteering? (Have you had any/ many? Have you ever tried to actively recruit from this client group)

11. What do you see as the main barriers to young ethnic minority males volunteering? (You may think of some which are generic to all young people, or all ethnic minorities, or all males?)

12. What incentives or rewards are available to your volunteers?

13. In what way do you promote the volunteering opportunities available within your organisation?

14. Would you like to attract more volunteers from ethnic minority young males? And if so, why? - what would you see as the benefits for your organisation?

15. Would you like to get more involved with ethnic minority youth projects in the future?

Appendix IV: Volunteering Organisation Respondents

Age Concern Cardiff
Barnardos, Swansea
Swansea Council for Voluntary Services
Victim Support, Wales
Childline, Swansea
Discovery Student Volunteering, Swansea
Student Volunteering, Cardiff

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