



Managing Volunteers

Date Adopted: 27th May 2026

Next Review Date: 27th May 2029

Policy Review: This policy will be reviewed by the trustees every 3 years or sooner if legal guidance changes.

Purpose of the Policy

The West Kent Badger Group (WKBG) is committed to providing a safe and welcoming space for volunteers within our group.

This policy helps everyone involved in our group:

- ✿ be aware of our legal responsibilities
- ✿ identify how volunteers are selected and recruited
- ✿ understand the training that is available, especially relating to badger rescues
- ✿ details the support that is available

Recruitment

The WKBG is run solely by volunteers who are recruited from the group's membership. We are committed to allowing anyone who wants to offer to, volunteer within the group. If a person offers to volunteer and they are not already members of the WKBG, they will be asked to join and cannot volunteer if they do not do so.

- ✿ All have an equal right to protection from abuse and to be kept safe from harm regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- ✿ We are committed to following the groups equality and diversity policy
- ✿ WKBG reserves the right to decline the offer of help from any volunteer who does not follow the policies of the WKBG, acts recklessly or endangers the life of any group member or the public

Training

The WKBG recognises that our members come from a diverse background and often have skills and experience that would benefit the group. If any specific training is required to take on specific tasks, the group will undertake to provide such training if expertise is not available within the membership.

The rescue of badgers, whether injured or not, requires specialist knowledge as it is recognised that badgers are a wild animal and are potentially a danger to our volunteers. In such cases the following training will be provided

- * All volunteers who undertake rescues must attend a training session organised by the WKBG. The training will be undertaken by a senior rescuer with the necessary experience.
- * We will ensure that those providing the training will have undertaken rescues themselves and gained invaluable direct experience handling and rescuing badgers.
- * Various locations are used to provide training based on the location of those who need training. Typically, a local hall will be used, such as Halstead sports pavilion, but we will ensure that there is parking, toilets and sufficient space.
- * Hands on training in the use of specific equipment required to rescue badgers will be given and volunteers will have the time to practice using said equipment
- * Whilst every effort will be made to train volunteers on situations they might expect, every rescue is different, and we will provide continued support to any rescuers who need it. All rescuers have access to more experienced rescuers for advice and help with any situation encountered if needed.
- * WKBG will provide the necessary equipment to undertake badger rescues, which normally includes a suitable cage and grasper.* Additional equipment such as gloves, hi viz vests and nets can be provided if required.
- * It is expected that all rescuers will act in accordance with the groups health and safety policy and at all time are mindful of their own safety and that of the general public.
- * Outcomes are measured by speaking with each potential volunteer to clarify that they have understood their responsibilities and the extent of help they can provide.
- * A post course questionnaire will be used to ascertain that the course provided meets their training requirements.
- * Noone is expected to undertake badger rescues unless they are confident to do so and any rescues are undertaken at their own risk.

Support

The WKBG will provide support to any volunteer in the group

- * Regular meetings will be held so that all volunteers can exchange ideas and experiences whatever area of the group they volunteer in

- ✿ With regard to rescues, more experienced rescuers will make themselves available to offer advice and help to any volunteers who needs it.
- ✿ Ongoing support by the group is available to anyone who has had to deal with what can be difficult situations, and all volunteers are encouraged to seek help if they need it.
- ✿ Regular social events are organised to help foster a sense of openness so that those who need help feel able to ask for it.