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| Specific roles with clear areas of responsibility  (e.g. managing a Bronze group) | | Saying thank you after each activity to helpers | | Nominate for volunteer awards | |
| Long service certificate | | End of season thank you event | | Appreciate different skill sets of volunteers – don’t just think about the expedition. E.g. IT Tech could be great on eDofE | |
| Birthday & Christmas cards for volunteers | | Time off in lieu (TOIL)  (if appropriate) | | Ensuring expenses are covered | |
| Staff briefing acknowledgment | DofE merchandise  (eg hoodies, water bottles, keyrings) | | Open door policy – all views considered | |
| Staff meals/trips out as a group of adult volunteers | Small Gift – e.g bottle of wine/ box of chocolates (could be given at the end of the expedition or end of year) | | Food provided on expeditions | |
| Recognition of achievements in Licence Review meeting with Headteacher | Thanks in the school newsletter | | Volunteer of the month | |

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| Giving a lanyard or badge | Staff Training and development – CPD | Thank you letter/card from participants |
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