2. RECRUITMENT CRITERIA FOR VOLUNTEERS (BEFRIENDING AND/OR LANGUAGE SUPPORT)

1. Taunton Welcomes Refugees (TWR) regularly recruits new volunteers via its website, supporters' networks and community links.

2. Volunteers must comply with the following procedures:

- Initial conversation with the TWR volunteer coordinator
- Provide the names of two referees, (not a family member or close friend), as a character reference; referees will state how long they have known the volunteer and comment on their suitability to undertake a role working with vulnerable refugees
- Assist TWR in applying for an appropriate DBS through the TWR Safeguarding team
- Agree to take part in Preparation Training (usually one or two full days and/or some follow up sessions)
- Comply with the Policies and Procedures in this Handbook
- After training, take part in conversation to agree an appropriate role within TWR, then sign the 'Code of Conduct' and 'Appointment as Volunteer Befriender' agreement.
- Take part in periodic reviews of their work

3. From time to time (and at least every two years), refresher courses will be offered to all volunteers. This will cover such areas as new resettlement policies or procedures for refugees and asylum seekers, changes in models of TWR work, updating safeguarding training, etc.