

A Review of the Literature on Volunteering, Disability and Sport

**Conducted for the English Federation
of Disability Sport (East Midlands) by
the Carnegie Research Institute,
Leeds Metropolitan University**



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Dr. Hayley Fitzgerald and Dr. Melanie Lang

Carnegie Research Institute

Carnegie Hall

Headingley Campus

Leeds

LS6 3QS

Tel: 0113 812 7565

Email: H.Fitzgerald@leedsmet.ac.uk

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ABBREVIATIONS

CCPR	Central Council for Physical Recreation
CIPD	Chartered Institute of Personnel and Development
CSV	Community Service Volunteers
DRC	Disability Rights Commission
EBSCO	Academic Search Premier and Academic Search Complete
EFDS	English Federation of Disability Sport
DCLG	Department for Communities and Local Government
DCMS	Department for Culture, Media and Sport
DCSF	Department for Children, Schools and Families
LLTI	Limiting Long-Term Illness
LOCOG	London Organising Committee for the Olympic Games
MV	Millennium Volunteers
OTS	Office of the Third Sector
PE	Physical Education
PESSYP	PE and Sport Strategy for Young People
PSA	Public Service Agreement
RAMP	Respect Athlete Mentor Programme
RDA	Riding for the Disabled Association
UK	United Kingdom
VDA	Volunteer Development Agency
YST	Youth Sport Trust

CHAPTER 1

BACKGROUND AND SCOPE OF THE LITERATURE REVIEW

This literature review focuses on sports volunteering and disability and was conducted for the English Federation of Disability Sport (East Midlands) by the Carnegie Research Institute at Leeds Metropolitan University. The review was undertaken as part of a wider practically orientated volunteering project *Inspire to Lead* that was specifically aimed at young disabled people. *Inspire to Lead* established partnership links with several sporting and non-sporting organisations, all of whom firmly believe in the development of young disabled people as sporting advocates.

This literature review covers a predominantly United Kingdom (UK) context and is based on English-language studies only. By critically examining existing research and related literature, this review aims to draw out key issues and identify gaps in our knowledge and understanding. The scope of the searches for relevant literature was restricted to material dated from 1998 onwards, with reference to any earlier work only if particularly important. This enabled the literature review to concentrate on the most recent information as grounding for policy development. Literature was sourced through databases and websites linked to volunteering, sport, disability sport and disability. As such, this literature review draws on a variety of sources, including those produced by the home nations' sports councils and other sporting agencies and organisations plus government reports and policies, journal papers, books and other edited works. A number of electronic databases were searched for articles published from 1998 to the present including: 'Academic Search Premier' and 'Academic Search Complete' (EBSCO), 'Sport Discus,' 'Sociological Abstracts,' the 'Physical Education (PE) Index,' and 'IngentaConnect.' Key words and various combinations (refined by using 'and'/'or') were used in the searching process, including: 'volunteering,' 'sport volunteering,' 'sport volunteer,' 'disabled volunteers,' 'inclusive volunteering,' 'disability sport,' 'impaired,' 'impairment,' 'Northern Ireland,' 'Scotland,' 'England,' 'Wales' and 'United Kingdom.'

The review is divided into five chapters. Chapter 1 begins by putting volunteering policy in the UK into context, with reference to initiatives aimed at increasing the number of volunteers in general and more specifically within a sporting context, as

well as highlighting specific strategies that target encouraging more disabled people into volunteering¹. Chapter 2 provides an overview of volunteering within the UK, with some reference to sports volunteering and disabled volunteers. Chapter 3 draws on research that relates more specifically to volunteering and disability and sport, and Chapter 4 provides an overview of guides that offer advice on how to make volunteering both within sport and more broadly more inclusive. Finally, Chapter 5 identifies a number of future directions in research and is relevant to those changed with researching and developing volunteer opportunities for all young people, including those with a disability.

CONTEXT OF VOLUNTEERING IN THE UK

The valuable contribution volunteers make to society increasingly is being recognised. As all levels of government are becoming progressively keen to increase active citizenship, volunteering is promoted as one of the best examples of how individuals can make a meaningful contribution to civil society with volunteering seen as an important expression of citizenship and fundamental to democracy. Consequently, numerous recent policy developments at the international and UK level have been initiated to promote volunteering and improve the volunteering infrastructure. This section of the report will map some of the major policy initiatives that have impacted on volunteering.

Within the UK, two broad policy streams encourage voluntary activity within sport and other contexts: 1) civil renewal, and 2) social inclusion (Rochester, 2006). In relation to the first policy stream (civil renewal), the government's agenda is based primarily on the assumption that citizens in modern Western societies (where individualism and consumerism both thrive) are increasingly disengaged from public life, with political participation at an all-time low, public trust towards institutions rapidly declining and membership of political parties decreasing. Such

¹ It should be recognized that disability is understood in a number of ways including through population statistics, legislation and models of disability. Throughout this literature review the term 'disability' is used. It should be noted that specific research projects might use different definitions/understandings (e.g. use 'limiting long-term illness' (LTLI) rather than 'disability'). However, in this review we will always use 'disability' and by doing this acknowledge that this may be different to those definitions used in the research referenced. For a review of different understandings of disability see Barnes *et al.*, (1999), Barnes & Mercer (2003) and Purdam *et al.*, (2008).

disengagement is regarded by the government as posing a threat to democracy and having a negative impact on community cohesion, with individuals progressively losing their sense of common purpose and belonging (Jochum *et al.*, 2005).

In 2003, the then-Home Secretary, David Blunkett, launched a policy stream concerned with civil renewal, known as the 'Together We Can' initiative (Home Office, 2005). At the heart of the initiative, which is led by the Department for Communities and Local Government (DCLG) and involves twelve government departments, are three points, referred to as 'ingredients' that together aim to:

... empower citizens to work with public bodies to set and achieve common goals ... [and] ensure the key initiatives from all relevant government departments are carried out so they make a real difference to people's lives.
(Home Office, 2005, p.7)

The three 'ingredients' in the 'Together We Can' action plan are:

1. Active citizens: people with the motivation, skills and confidence to speak up for their communities and say what improvements are needed
2. Strengthen communities: community groups with the capability and resources to bring people together to work out shared solutions
3. Partnership with public bodies: public bodies willing and able to work as partners with local people

To achieve the government's civil renewal aims, it established the Civil Renewal Unit, (now part of the Department for Communities and Local Government) and the Active Citizenship Centre, which provides research reports on different aspects of civil renewal.

The second policy stream, social inclusion, has become a cornerstone of New Labour's social policy agenda. Social inclusion is a strategy to combat social exclusion. The government's Social Exclusion Task Force, which was established in 2006, defines social exclusion as:

... a short-hand term for what can happen when people or areas have a combination of problems, such as unemployment, discrimination, poor skills, low incomes, poor housing, high crime and family breakdown. These problems are linked and mutually reinforcing.
(Social Exclusion Task Force, 2009, p.1)

The government has identified engaging in voluntary work as one way of reaching out to people at risk of social exclusion and promoting correlative social inclusion.

Together the policy streams of civil renewal and social inclusion have at their heart initiatives based around volunteering (see for example, Social Exclusion Unit, 1998; Home Office, 1999; Home Office, 2001, 2003, 2005). Consequently, various initiatives that support volunteering have been established. These and other policy initiatives linked to volunteering, both within sport and more broadly, will be outlined in the following section.

UK VOLUNTEERING POLICY INITIATIVES

Since New Labour came to power in 1997, numerous initiatives that recognise and support volunteering have been established,² including:

- The Year of the Volunteer 2005 – following the United Nation's International Year of Volunteering in 2001, the government designated 2005 the Year of the Volunteer. The a £10-million one-year national campaign funded by the Home Office and other contributions aimed to raise awareness of volunteering, increase the opportunities for people to become involved in volunteering and encourage more individuals to volunteer.
- Millennium Volunteers (MV)/ vinvolved – an England-wide initiative that aimed to increase volunteering among 16 to 24 year olds. The MV programme was initially managed by the Department for Education and Skills (DfES) and, later, the Cabinet Office. In 2007, the independent charity v took over the programme and it was re-branded as the vinvolved programme. In its current guise, vinvolved funds voluntary organisations and encourages young people to get involved in volunteering through promotion of a UK-recognised Award of Excellence. The overarching aim of the programme is to involve one million more young people in volunteering over the subsequent five years.
- The Beacon Scheme – a local-authority programme across England and Wales that aims to provide young people with support and practical examples of how to engage senior decision makers in local authorities on issues that matter to them.

Although not sport-specific, these initiatives include volunteering projects that take place within sport. The publication of the government's visions for sport, 'A Sporting Future for All' (Department for Culture, Media and Sport (DCMS), 2000) and 'Game

² Many of these apply only to England but where there is a UK-wide element, devolution has impacted on volunteering initiatives so that, for example, the expression of the policy will be different throughout each of the devolved powers. In such cases, this is made clear in the text of this literature review.

Plan' (DCMS/SU, 2002) ensured that volunteering within sport appeared on the strategic agenda, with Sport England made responsible for raising the profile of and promoting volunteering within sport, leading research in this area. In particular, 'Game Plan' stressed "the role of volunteers in sport ... with an emphasis on better capacity building" (DCMS/SU, 2002, p.166). Given the role assigned to sport in achieving New Labour's social inclusion and active citizenship agendas (see DCMS PAT 10 Report; DCMS, 1999), numerous nationally driven initiatives that promote volunteering in a specifically sporting context have emerged, including:

- Trailblazers – organised by the London Organising Committee for the Olympic Games (LOCOG), Trailblazers is a pre-Games volunteer programme that aims to recruit at least 20 office-based volunteers to perform administrative duties in the run-up to the Games.
- Games Time Olympic Volunteer Programme – also organised by LOCOG, the Games Time Olympic Volunteer Programme aims to recruit the 70,000 volunteers who will be needed to stage the London 2012 Olympic and Paralympic Games. Recruitment for the programme begins in July 2010.
- Step into Sport – funded by the DCMS as part of the government's PE and Sport Strategy for Young People (PESSYP) and led by Sport England, Sports Leaders UK and registered charity the Youth Sport Trust (YST), the Step into Sport programme targets 14 to 19 year olds to enable them to begin and sustain an involvement in leadership and volunteering in sport.
- Young ambassadors – led by the YST on behalf of the DCMS and the Department for Children, Schools and Families (DCSF), the Young Ambassadors programme involves School Sport Partnerships across England recruiting two Young Ambassador to champion sport and the ethos and values of the Olympic and Paralympic movements in their local communities.
- Young Officials' Project – launched in 2007 and led by the YST, the Young Officials' Project works with national governing bodies of sport (NGBs) to provide structured pathways for young people aged 16 to 19 years old to volunteer as officials in a range of sports.³
- Event Volunteering Programme – a collaboration between the YST, UK Sport and six major host cities (Bath/ Bristol, Birmingham, London, Manchester, Sheffield, and Tyne and Wear) that aims to identify, train and deploy teams of young people as 'event crews' at several major sporting events.
- Respect Athlete Mentor Programme (RAMP) – funded by the DCMS and led by the YST and Sport England (via its delivery agent, Creating Excellence),

³ Thirteen sports are currently involved in the project: athletics, badminton, boccia, cricket, fencing, gymnastics, judo, rugby league, rugby union, swimming, table tennis, tennis and volleyball.

the RAMP involves elite athletes from various sports offering mentoring and support for disadvantaged young people in schools and the community.

In addition, the government report 'Improving the Life Chances of Disabled People' (Department for Work and Pensions/ Department of Health/ Department for Education and Skills/ Office of the Deputy Prime Minister, 2005) devised objectives to increase inclusion and social justice for disabled people nationwide. To realise these objectives, the full participation of disabled people in volunteering across all sectors was considered to be vital. Consequently, various initiatives are underway aimed at increasing the number disabled people who engage in formal volunteering across all fields, including sport. These include:

- GoldStar Exemplar Programme – a two-year, £5-million initiative launched in 2005 that aimed to enable voluntary organisations and projects throughout England to realise the potential of volunteers, befrienders and mentors from socially excluded or disadvantaged groups.
- Volunteering for All – a two-year cross-government initiative rolled out across England by Home Office in 2006. The programme aimed to identify and remove barriers to volunteering and, in line with Public Service Agreement (PSA) 6,⁴ increase volunteering by adults (aged 16 and over) at risk of social exclusion.
- The Russell Commission – formed by the government in 2004, the Russell Commission's report (2005) offers recommendations for transforming youth volunteering in the UK, with a particular emphasis on ways to engage more young people from disadvantaged and under-represented communities, including recommendations about ensuring increased and full participation of young disabled people and those with long-term health conditions. Handing over management of the former Millennium Volunteers strategy to the charity v was among the Commission's recommendations.
- The Compact – a government initiative aimed at encouraging key stakeholders (such as government, voluntary and community sectors) to work more effectively together. The national Compact agreement between the voluntary sector, the community sector and government is supported by local Compacts, which work similarly at a local level to meet the needs of local people, in particular those who experience poverty or discrimination.

⁴ PSAs form an integral part of the Government's spending plans, setting out each department's aims, objectives and key outcome targets. The Cabinet Office 2004 Spending Review Public Service Agreement 4 (PSA 4), Element 1 aimed "to increase voluntary and community engagement, especially amongst those at risk of social exclusion" (p.3). Progress against PSAs is reported annually.

- Can Do – a national project led by disability charity Leonard Cheshire (Dis)ability and part of involved that aims to encourage 3,000 disabled and non-disabled people aged 16-25 to take on a volunteering role.

As these selected initiatives indicate, the landscape of volunteering within the UK is dynamic and diverse. Indeed, this diversity and the plethora of new volunteering activities in recent years suggest an increasing recognition of the value of volunteering. It should also be noted that many of the initiatives outlined previously overlap and should not be seen as solely separate unrelated initiatives. Having set UK policy in relation to volunteering in context, the following chapter extends the landscape of volunteering within the UK in relation to volunteering more broadly and to volunteering specifically within sport.

SUMMARY

In recent years, government espousal of volunteerism in the UK has become commonplace in line with New Labour's dual policy agenda of civil renewal and social inclusion. Consequently, numerous initiatives that recognise and support volunteering have been established. These initiatives can be grouped into three sub-sections:

- 1) initiatives aimed at increasing the number of volunteers generally
- 2) initiatives aimed at increasing the number of disabled people who engage in volunteering across all fields
- 3) initiatives that promote volunteering in a specifically sporting context

The number and scope of specific sports related volunteering initiatives have increased. Indeed, the UK's success in bidding for the 2012 Games (Olympics and Paralympics) and Commonwealth Games has provided an additional catalyst to establish volunteering initiatives related to these mega events.

CHAPTER 2

DEFINING VOLUNTEERING

Volunteering in the UK has a long and established history (Ockenden, 2007) but, as noted in the previous chapter, successive governments' enthusiasm for volunteering in recent years has led to a plethora of initiatives designed to increase participation among different groups, particularly the elderly, young people, and those deemed at risk of social exclusion, which includes disabled people.

However, while the attention paid to and investment in volunteering by the government is increasing, it should be recognised that there is no single definition of volunteering or of a volunteer (Volunteering England, 2008). Generally, volunteering is assumed to refer to any unpaid activity where someone gives their time to help an organisation or an individual. Yet the term 'volunteering' is ambiguous, covering different activities and participation at all levels of society, and volunteering traditions are affected by cultural and political contexts (Salamon & Anheier, 1997; Lukka & Ellis, 2002; United Nations, 2001). Davis Smith (2000) and Nichols (2004) highlight four characteristics of volunteering within a UK context:

1. That it should not be undertaken for financial gain
2. That it should be undertaken in an environment of genuine freewill
3. That there are identifiable beneficiaries or a beneficiary
4. That there can be formal and informal types

In relation to formal and informal forms of volunteering, the majority of the research literature and most policy documents adopt a definition that encompasses only formal forms of volunteering (see for example, Lynn & Davis Smith, 1991; Davis Smith, 1998; Institute for Volunteering Research, 2002; Home Office, 2005; Low *et al.*, 2007). Although the various authors adopt slightly different definitions of formal volunteering, the unifying feature of formal volunteering is that it takes part in an organised form, expressed through, for example, a group, club or committee. For the purpose of this literature review, the definition of formal volunteering that will be adopted is that used by The 2005 Home Office Citizenship Survey, which defines formal volunteering as "... unpaid help given as part of groups, clubs or organisations to benefit others or the environment" (Murphy *et al.*, 2005, p.6).

Meanwhile, much of what is known regarding informal volunteering derives from the four Citizenship Surveys (Kitchen *et al.*, 2006). Informal volunteering as an activity takes place independently of organised structures and reflects individual activity, such as help given by an individual to family and friends (Kitchen *et al.*, 2005) (ie: giving advice and/or support, transporting or escorting someone). For the purpose of this literature review, the definition of informal volunteering that will be adopted is that used by The 2005 Home Office Citizenship Survey, which defines informal volunteering as “... giving unpaid help as an individual to someone who is not a relative” (Murphy *et al.*, 2005, p.4).

The number of people volunteering can be recorded in a variety of different ways. National surveys, which tend to be conducted regularly, commonly provide information on the total number of people who volunteer, either formally, informally or both formally *and* informally, depending on the focus of the survey. In addition, individual organisations often keep records of the number of volunteers they support and, commonly, the contribution of their volunteers in terms of work days. This makes it possible to understand the extent of volunteering in a variety of different sectors, including any trends in the number of people taking part. However, as noted earlier, definitions of volunteering used within research studies vary, making it difficult to determine the extent to which variations in levels of volunteering between studies can be attributed to real differences or to variations in the definitions used. Consequently, direct comparison between different surveys is problematic. In this literature review, the definitions used in the research cited will, where included in the original research, be outlined for clarification purposes.

EXTENT OF VOLUNTEERING

While this literature review is concerned with sport volunteering and disability, characterising the nature of volunteering in the UK more broadly is crucial since it is against this backdrop that sport-related volunteers are drawn. Therefore, this section will outline current knowledge regarding volunteering more broadly as well as that relating to volunteering within a sporting context.

The research studies included in this review suggest high levels of volunteering in the UK. The most current data on volunteering in a UK context derive from the

2008/9 Citizenship Survey (Department for Communities and Local Government, 2009) – the fourth in a series of biennial studies carried out to inform policy development and monitor progress against Public Service Agreement (PSA) targets in the DCLG and the new Office of the Third Sector (OTS) in the Cabinet Office.⁵ Headline results covering April-September 2008 (the first and second quarters of the 2008/9 survey), which comprised 4,664 interviews with adults⁶ plus an additional 2,832 interviews with adults from minority ethnic communities, focus solely on data relating to England and cover both formal and informal forms of volunteering. In relation to formal volunteering, the study indicates that 41 percent of adults volunteered formally at least once in the 12 months prior to interview, with 26 percent having volunteered formally at least once a month – a drop in the level of formal volunteering (at least once a year and at least once a month) on the 2005 figure, although the number of volunteers contributing at least once a year has risen since 2001. The figures were higher in relation to informal volunteering, with 63 percent of adults having volunteered informally at least once in the 12 months prior to interview and 36 percent having done so at least once a month. At this stage, however, no data from the study has been made public relating to the fields in which volunteers engage or to statistics for disabled people who volunteer. Tables 1 and 2 summarise statistics from the 2001, 2003, 2005 and 2007 Citizenship Surveys.⁷

Table 1: Percentage of people who volunteered either formally or informally at least once in the 12 months.

Year	Percentage of people volunteering
2007	73
2005	76
2003	74
2001	74

⁵ The three previous studies, conducted in 2001, 2003 and 2005, were conducted to inform the work of Home Office Communities Group. However, following Government changes on 5th May 2006, responsibility for this work was split between the new Department for Communities and Local Government (DCLG) and the new Office of the Third Sector (OTS) in the Cabinet Office.

⁶ Adults are defined in the Citizenship Surveys as 16 years old and over.

⁷ While the 2001 and 2003 surveys refer to England and Wales, the 2005 and 2007 surveys refer specifically to England.

Table 2: Percentage of all people who volunteered either formally or informally at least once a month

Year	Percentage of people volunteering
2007	48
2005	50
2003	50
2001	47

The 'Helping Out' survey (Low *et al.*, 2007) offers the most current full annual figures in relation to volunteering and is the most recent study to look predominantly at volunteering across the UK as a whole,⁸ although the focus is on only formal forms of volunteering. Of the 2,705 adults in England interviewed in 2006/7 for the study, which included a booster sample of 549 respondents from minority ethnic communities, 59 percent of had volunteered through an organisation in the previous year, with 39 percent doing so on a regular basis (ie: at least once a month). In terms of disabled people, the 'Helping Out' study found that 28 percent of respondents who had a disability were involved in volunteering compared with 39 percent of non-disabled people.

The figures from the 'Helping Out' study in relation to general levels of volunteering and levels of volunteering among disabled people suggest significantly more people are involved in volunteering activities than suggested by previous studies, including the regular Citizenship Survey and other, small-scale studies (see for example, CSV, 2001). Possible explanations for these differences can be found in the question methods and the study context. With a specific focus on volunteering and charitable gift giving, the 'Helping Out' survey differs from the Citizenship Survey, in which volunteering was only one of many topics covered. It is possible that studies with a particular focus on volunteering may elicit higher recall of such activities, perhaps due to better identification of relevant activities; for example, interviewers and respondents in the 'Helping Out' study may have been more alert to the types of activity that might be of interest to the study. In addition, data in 'Helping Out' were adjusted to take account of non-response to the study and the fact that different

⁸ The 'Helping Out' study adopts a dual focus of volunteering and charitable giving. The last national study to look solely at volunteering was Davis-Smith, 1998.

groups were more or less likely to respond. These differences mean figures from 'Helping Out' on the prevalence of volunteering are not directly comparable to figures from other surveys.

Meanwhile, 22 percent of respondents in the 'Helping Out' study volunteered within a sport or exercise context or a health and disability context – the joint third most popular fields of activity behind education and religion (33 percent and 24 percent, respectively). However, these figures should be treated with caution as the emphasis in the study was on the overall field of interest of the organisation in which the respondent volunteered, rather than the type of help actually undertaken by the volunteer; for example, when a person volunteered by doing a sponsored run for a cancer charity, the organisation would be classified as health and disability, rather than as sports. In addition, due to changes in the questions asked and amendments made to some organisational fields, it is not possible to make direct comparisons between these results and those from Citizenship Surveys.

The 'Helping Out' survey was designed as a follow-up study to the 2005 Citizenship Survey (Kitchen *et al.*, 2006). Unlike the 'Helping Out' successor study, the 2005 Citizenship Survey includes data on formal and informal volunteering and, consequently, remains the most comprehensive and recent study to include data on informal volunteering. Through conducting interviews with a nationally representative sample of approximately 10,000 adults from England and Wales and a booster sample of around 4,500 from minority ethnic groups, the 2005 Citizenship study found that 50 percent of respondents had undertaken some form of volunteering at least once a month in the 12 months preceding the project – the same proportion as in the 2003 national study (Home Office, 2004) but an increase on the figure of 47 percent from 2001 (Attwood *et al.*, 2003). Breaking this figure down into formal and informal volunteering, 29 percent of adults in the 2005 Citizenship Survey had been involved in formal volunteering at least once a month in the 12 months before interview – similar to the 28 percent in the 2003 study and the 27 percent in the 2001 study – while the proportion of people undertaking informal volunteering at least once a month in the 12 months before interview was 37 percent – the same proportion as in 2003 but significantly higher than in 2001 (34 percent).

Amongst people classified as at risk of social exclusion, which includes disabled people, the 2005 Citizenship Survey indicates that 43 percent had undertaken formal or informal volunteering in the 12 months before interview – the same proportion as in 2003 (Home Office, 2004). More specifically, disabled people⁹ were less likely to participate in formal voluntary activities with 23 percent participating at least once a month compared with 30 percent of those non-disabled people. Table 3 illustrates how these figures compare with those from the ‘Helping Out’ study, the other, most recent national study that compiled statistics on volunteers who have disabilities. In the 2005 Citizenship Survey there was not a significant difference in regular participation in informal voluntary activities between disabled and non-disabled people. As the study did not ask about the fields in which people volunteer, no figures are available for volunteers who participate in a sport or exercise context.

Table 3: Extent of regular formal volunteering by disabled and non-disabled people.

Regular formal volunteers	Disabled people (%)	All sample %
‘Helping Out’ study (2007)	28	39
2005 Citizenship Survey	23	30

In terms of regional variations, the most recently available statistics suggest that 44 percent of adults in England and Wales took part in formal volunteering at least once in the previous 12 months (DCLG, 2009), compared with 21 percent in Northern Ireland (Volunteer Development Agency, 2007) and 32 percent in Scotland (Volunteer Development Scotland, 2007)¹⁰. Meanwhile, in terms of informal volunteering, the Volunteer Development Agency (VDA), which has been gathering statistics on both formal and informal volunteering within Northern Ireland since 1995, with three surveys having taken place to date,¹¹ questioned 1,020 adults and 3,045 organisations in 2007, finding that 35 percent were involved in informal

⁹ The Citizenship Survey adopts the definition of LTLI used in the Census: “a long-term illness, health problem or disability which limits a person’s daily activities or the work that they can do, including problems that are due to old age” such that they are likely to meet the definition of disability in the Disability Discrimination Acts.

¹⁰ As already indicated, caution should be used when making direct comparisons with different surveys as the questions asked and definitions used may vary.

¹¹ These were in 1995, 2001 and 2007.

volunteering, among which 31 percent were also formal volunteers (Volunteer Development Agency, 2007). The most recent statistics on informal volunteering in an exclusively Scottish context indicate that of 1,000 adults questioned across Scotland, 74 percent had volunteered informally in the 12 months before the questionnaire (Volunteer Development Scotland, 2007); figures indicating how many informal volunteers also volunteer formally were not included in the study.

Other research has found similar levels of engagement with volunteering in the UK. For example, the 'National Survey of Volunteering in the UK' (Davis Smith, 1998), the last national survey before 'Helping Out' to look exclusively at volunteering in the UK, found that 48 percent of the adult population had been involved in some form of formal volunteering – down from 51 percent in the 1991 survey (Lynn & Davis Smith, 1991). Moreover, among the respondents to the 1998 study, sport and exercise contexts were the most common fields of engagement among formal volunteers with 26 percent. No data was collated for respondents with a disability.

WHO VOLUNTEERS?

Levels of formal volunteering vary across key socio-demographic groups. Headline results covering April-September 2008 from the 2008/9 Citizenship Survey (DCLG, 2009) suggest that those in the 35-49 age group are most likely to volunteer at least once a month in a formal capacity (30 percent) while those in the 26-34 age group are least likely to regularly (ie: at least once a month) engage in formal volunteering (20 percent). Meanwhile, in terms of informal volunteering, those in the 36-34 and the 35-74 age groups were equally most likely to volunteer with 38 percent of respondents, while those in the 50-64 age group were least likely to be engaged in informal volunteering. As only headline data were available from this study at the time of writing, however, no further socio-demographic information on formal or informal volunteers was available.

As with figures on the extent of volunteering, the 'Helping Out' study (Low *et al.*, 2007) offers the most comprehensive current data on who volunteers, although this is limited to collecting data on formal forms of volunteering. Low and her colleagues also found levels of volunteering varied across socio-demographic groups, with the proportion of volunteers being higher among those in the 35-44 and the 55-64 age

brackets, among whom 64 percent in each age category had volunteered over the previous 12 months. Meanwhile, levels of formal volunteering were lowest among in the 65 or over age group, where 53 percent reported having volunteered over the previous year. Women were significantly more likely to volunteer than men, with 64 percent of women being involved in formal volunteering compared with 54 percent of men, and formal volunteering was highest among employed adults (62 percent compared with 60 percent of self-employed adults who volunteered and 55 percent of volunteers who were not in paid employment). Levels of all formal volunteering did not vary significantly by ethnic origin. No figures were compiled for volunteering according to socio-economic status.

Of particular relevance to this literature review, among adults in the government's PSA 4 target group, that is adults classified as 'at risk of social exclusion,' which includes disabled people, 48 percent formally volunteered compared with 65 percent of individuals not deemed at risk of social exclusion. Specifically in terms of disabled adults, 42 percent reported formally volunteering compared with 65 percent of non-disabled people and in terms of regular volunteering (ie: at least once a month) the figure for disabled adults dropped to 28 percent compared with 42 percent of the wider population.

In contrast to the 'Helping Out' study, the 2005 Citizenship Survey (Kitchen *et al.*, 2006) found levels of formal volunteering highest among 16-19 year-olds, among whom almost one-third (32 percent) had undertaken formal volunteering at least once a month, while the lowest levels of formal volunteering were found among the those in the 75 and over age category (21 percent). In terms of informal volunteering, half (50 percent) of 16-19 year-olds had given informal help at least once a month in the 12 months before interview. Participation in informal voluntary activities declined with age, with those aged 75 or over having the lowest participation rate at 29 percent.

As with previous studies, the 2005 Citizenship Survey found women were more likely than men to have participated in voluntary activities, both formal and informal. In terms of formal volunteering, 31 percent of women and 27 percent of men engaged in formal volunteering activities at least once per month, while the gender difference for regular participation in informal volunteering was greater than for formal

volunteering with 41 percent of women participating at least once a month compared with 32 percent of men. Other results from the 2005 Citizenship Survey also bore out previous research findings. For example, people in employment were slightly more likely to have given informal help and undertaken formal volunteering at least once a month in the 12 months before interview (38 percent compared with 35 percent of those who were economically inactive regularly participated in informal voluntary activities, while 30 percent and 27 percent, respectively, undertook formal volunteering regularly). Meanwhile as with previous research, the 2005 Citizenship Survey found levels of formal volunteering did not vary significantly by ethnic origin.

Amongst people classified as at risk of social exclusion, the 2005 Citizenship Survey indicates that 43 percent had undertaken formal or informal volunteering in the 12 months before interview – the same proportion as in 2003 (Home Office, 2004). More specifically, disabled people were less likely to participate in formal voluntary activities with 23 percent participating at least once a month compared with 30 percent of those non-disabled. However, there was not a significant difference in regular participation in informal voluntary activities between disabled and non-disabled people.

BREADTH AND TYPES OF VOLUNTEERING

In terms of the fields of interest in which volunteers are engaged, the 'Helping Out' survey (Low *et al.*, 2007) provides the most up-to-date information since no data on this has yet been released from the most recent 2008/9 Citizenship Survey. 'Helping Out' found that 65 percent of formal volunteers operate in the voluntary and community sector. The most common field interest is education, with 31 percent of volunteers, followed by religion (24 percent) and, in joint third, sports and exercise (22 percent) and health and disability (22 percent). Men are more likely to formally volunteer within sports-related settings with 30 percent compared with women at 16 percent, and amongst disabled adults, 14 percent volunteered within a sporting setting.

In terms of activities, raising and handling money is the most common type of volunteering activity (undertaken by 65 percent of volunteers), followed by organising and helping to run events (50 percent). These activities also came top in the 2005

Citizenship Survey (Kitchen *et al.*, 2006), where 51 percent of respondents who engaged in regular formal volunteering reported being involved with raising or handling money or taking part in a sponsored event, and 47 percent involved in organising or helping to run an activity or event. Meanwhile, the most common forms of help given by adults who took part in regular informal voluntary activities were giving advice (52 percent), followed by transporting or escorting someone (38 percent) and keeping in touch with someone (38 percent). However, the Citizenship Survey does not compile data for the fields of interest in which volunteers operated. Consequently, and of relevance to this literature review, the figures from the 'Helping Out' survey remains the most recent national data in relation to the numbers who volunteer in a sporting context. However, data from the 1997 'National Survey of Volunteering in the UK' (Davis-Smith, 1998), the last national study to look solely at volunteering in the UK and which included data on volunteering within a sporting context, found sport and exercise contexts were the most popular fields of engagement among formal volunteers with 26 percent. Although these studies are not directly comparable due to changes in the working of questions, research in other countries have found the numbers of people volunteering in a sporting context to be declining (see for example, Cuskelly, 2004, in relation to Australia). To clarify the issue, more research on this is needed in a UK setting. Data on volunteering within a sports context with specific reference to disabled people is detailed in Chapter 3.

WHY VOLUNTEER?

One of the least well understood aspects of volunteering is why people engage in voluntary activities in any context, including sport. Until relatively recently, most national population studies did not ask about why people volunteer (Low *et al.*, 2007) and the few that have recently begun to investigate this area have only done so in a general context, without specific reference to sport and/ or disability. As a result, much of the data available on volunteers' motivations derives from small-scale studies that commonly focus on a specific socio-demographic group, such as young people, older people, volunteer event tourists¹² or people who volunteer in specific settings such as health organisations or sports clubs. From the literature available in

¹² These are tourists who travel to mega events such as the Commonwealth Games to volunteer.

this area, the reasons given for volunteering highlight the complexity, duality and adaptability of volunteers' motivations. People volunteer for a variety of reasons, both egoistic (ie: self-serving) and altruistic, and the motivation for engaging in volunteer activity can vary greatly from person to person and over time for one person and many volunteers commonly cite multiple reasons for their involvement (Clary *et al.*, 1998; Clary & Snyder, 1999, 2000; Farmer & Fedor, 1999; Wardell *et al.*, 2000; Coleman, 2002; Taylor *et al.*, 2003). Furthermore, different age groups may also vary in their motives for volunteering, with younger groups regarding volunteering as a way of using and expanding their leadership skills, learning new skills and helping them with their future career prospects (Davis-Smith, 1998; Eley & Kirk, 2002; Coalter, 2004; Kay & Bradbury, 2009) while older volunteers more commonly mention a desire to fill up 'spare' time and cite involvement in volunteering as part of their philosophy of life (Doherty & Carron, 2003; Low *et al.*, 2007).

According to the 'Helping Out' study (Low *et al.*, 2007), the most recent and comprehensive national study to ask about volunteers' motivations, across all population groups, the most common single response to questions surrounding volunteers' motivations is 'because I wanted to improve things or help people' with 53 percent, while for 41 percent it was 'because the cause was important to them that they got involved' and 'having spare time on their hands.' Social aspects of volunteering were also important, with 30 percent getting involved to meet people or to make new friends. Wanting to give something back was the least common motivator (1 percent).

Meanwhile, data in relation to the motivations of disabled people to volunteer is limited; the 'Helping Out' study (Low *et al.*, 2007) was the only national found to have compiled statistics on this. It found that motivations for volunteering among groups at risk of social exclusion, which includes disabled people, were similar to those of the core sample. Disabled people were most likely to cite 'saw a need in the community' as a reason for starting to volunteer (39 percent). In addition, disabled volunteers were more likely to recognise the personal benefits of volunteering than those not at risk of exclusion. In addition, a small-scale study of two Riding for the Disabled Association (RDA) groups, which included volunteers at RDA-affiliated clubs, RDA club members and RDA club officials, found volunteers expressed three main

motivations: altruism and giving benefit to others; friendship and social affiliation; long-term involvement with and loyalty to the group (Brooke-Holmes, 2005).

BARRIERS TO VOLUNTEERING

As the government focus on volunteering has increased (Home Office, 1998; Social Exclusion Unit, 2000, 2001), scrutiny of access to volunteering for all sections of society has become a defining feature of current volunteering debate. Amongst practitioners, researchers and policy makers, there is a growing awareness that some groups are less well represented in volunteering than others, including disabled people. However, as with volunteers' motivations for engaging in voluntary activities, understandings of the barriers to general volunteering are limited since research into this area is relatively new (Low *et al.*, 2007). Within disability studies and sports studies more specifically, the concept of volunteering in discussions about the nature and extent of physical and, more notably social, barriers largely was neglected until recent years. Indeed, questions on barriers to volunteering were only added to the Citizenship Survey in 2005 (Volunteering England, 2008). Moreover, most of the large-scale national surveys that have begun to broach this topic do so in a general, homogenous way, without analysing data in relation to specific barriers faced by members of specific socio-demographic groups, such as disabled people (see for example, Davis-Smith, 1998; Kitchen *et al.*, 2006).

The national 'Helping Out' study (Low *et al.*, 2007) is a notable exception, analysing data relating to people from at-risk groups as well as from disabled people, more specifically. In doing so, the data from the 'Helping Out' study highlights why results from more generalised analyses cannot be accurately applied to disabled people and other groups at risk of social exclusion. For example, while research, including the 'Helping Out' study, repeatedly suggests a lack of time is the most significant barrier to volunteering for all groups (Davis-Smith, 1998; Nichols *et al.*, 2005; Kitchen *et al.*, 2006), with 60 percent in the 'Helping Out' study agreeing with this statement, when broken down into socio-demographic groups only 8 percent of disabled respondents agreed. Rather, for disabled people, the most common reason for non involvement in volunteering activities was ill health, with 32 percent compared with 1 percent from other adults. Fear of losing benefits was the second most common reason cited by those disabled people for not getting involved in volunteering.

Meanwhile, small-scale studies that involve disabled people found that as well as ill health and fear of losing benefits, the cost of transport to and from their place of volunteering represented another barrier (Brooke-Holmes, 2005; research that centres on the barriers specific to disabled people is expanded upon in the following chapter).

This chapter has provided an overview of the landscape of volunteering within the UK. The primary focus has been on volunteering more broadly, rather than on volunteering specifically in sport or in relation to disability, since most large-scale national, general population surveys do not centre on these categories; rather, sport and disability, if they are covered at all, are only part of several broader contexts. Chapter 3 will draw on a range of small-scale research studies to overview current knowledge that relates more specifically to volunteering and disability and sport.

SUMMARY

The term 'volunteering' is ambiguous, covering different activities and participation at all levels of society. Of the two forms of volunteering identified in the literature – formal and informal – most research in the field of sport and/or disability focuses on formal forms of volunteering.

Recent research suggests high levels of regular (ie: at least once a month) formal volunteering in the UK – somewhere between 26 percent and 39 percent. Levels of formal volunteering vary across key socio-demographic groups. From the few studies conducted in this area to date, it appears that disabled people are less likely to participate in formal voluntary activities compared with non-disabled people.

Sport and exercise contexts are among the most popular fields of engagement for all volunteers, although there is some evidence that the number of people involved with volunteering in a sport and exercise context is declining.

Volunteers' motivations and barriers to volunteering are highly dependent on the socio-demographic group in question. No specific data could be found in relation to the motivations of disabled people to volunteer. Across all population groups, the most common motivation for volunteering is 'because I wanted to improve things or help people.'

In terms of barriers to volunteering, research suggests generalised analyses cannot be accurately applied to disabled people and other groups at risk of social exclusion. For disabled people, the most common reason for non-involvement in volunteering activities was ill health, with 32 percent compared with 1 percent from other adults.

CHAPTER 3

VOLUNTEERING IN SPORT: AN OVERVIEW

It has been recognised for some time that the majority of sports events and clubs use a volunteer labour force and many could not be run without volunteers (Rolfe, 1992; Cuskelly *et al.*, 1998; Green & Chalip, 1998a, 2004; Gratton & Taylor, 2000; Adams & Deane, 2009). For example, the London Marathon relies on 6,000 volunteers, the Wimbeldon Tennis Championship on 5,000, the Open Golf on 1,200, and the Manchester Commonwealth Games involved 10,000 volunteers (Coalter, 2004; Sport England, 2006), and volunteers do most of the work in sports clubs (Allison, 2000). However, many of the large-scale, national research studies into voluntary activity have involved random population surveys with little or no link to sport or where sport is only one of several contexts in which volunteering is assessed. These studies reveal that sport remains one of the most popular fields of engagement for volunteers, with between 13 percent and 26 percent of all voluntary activity throughout the UK taking place in sport and exercise activities (Davis Smith, 1998; Nichols *et al.*, 2004; Attwood *et al.*, 2003; Sport England, 2006; Low *et al.*, 2007) – up to 6 million people a year contributing around 1.2 billion hours annually (Brewis, 2008), mainly in some of the 151,000 sports clubs (Central Council for Physical Recreation (CCPR), 2003).

Large-scale, national population studies and small-scale sport-specific studies both consistently indicate that volunteers in sports clubs are more likely to be in full-time employment and, since research suggests that people tend to offer the type of help that is most appropriate and consistent with their perceived gender role (Schroeder *et al.*, 1995), male (Shilbi *et al.*, 1999; Leicester Volunteer Centre, 2001; Taylor, 2003; Taylor *et al.*, 2003; Nichols & Padmore, 2005; SkillsActive, 2005; Nichols & Shepherd, 2006; Welch & Long, 2006; Low *et al.*, 2007; Gaskin, 2008). Research also suggests most volunteers in sport are aged 35-44 (Davis-Smith, 1998; Low *et al.*, 2007), although young people are also heavily involved, with 47 percent of all youth volunteering taking place in sport (Russell Commission, 2005), and they are more likely to be White – Asian and Black people volunteer in sport and exercise organisations at half the rate or less of White people (Welch & Long, 2006; Low *et al.*, 2007).

Meanwhile, in terms of the activities in which sports volunteers engage, 40 percent of those involved in coaching, leadership and face-to-face work in community sports are volunteers (SkillsActive, 2005). As Table 4 illustrates, football, cricket and bowls having the highest sports specific volunteer involvement (Gaskin, 2008).

Table 4: Top ten sports by number of volunteers.

Sport	Number of volunteers
Football	430,000
Cricket	230,000
Bowls	135,000
Rugby union	82,000
Swimming	61,000
Motor racing	61,000
Hockey	57,000
Golf	43,000
Equestrian events	40,000
Athletics	30,000

However, despite the nature and scale of sports volunteering, voluntary engagement within sport has largely been regarded more negatively than voluntary activity in other fields, where contributions are viewed primarily as altruistic support of ‘needy’ others and, therefore, are regarded as charitable (Sport England, 2003; Adams & Deane, 2009). Consequently, voluntary activity within sport has only received recognition and support from the government or the broader volunteering infrastructure in recent years (Taylor *et al.*, 2003; Gaskin, 2008). Indeed, until recently, sport was not regarded as part of the voluntary sector and some third sector organisations still consider sport to be a separate sector, outside of the voluntary and community world.

SPORTS VOLUNTEERING AMONG DISABLED PEOPLE

The literature within disability studies recognises that disabled people are disadvantaged by society and may experience exclusion in many spheres of life (see for example, Oliver, 1996; Rioux, 2002; Prestley, 2003; Filmer, 2005; Armstrong & Barton, 2007). In terms of gathering data on disabled people who volunteer within sport, a common limitation of studies on volunteering, particularly those that operate

on a national scale, is that disabled respondents are often grouped into one category, that of people at risk of social exclusion, which also includes members from BME communities and the unemployed. As already indicated, the ‘Helping Out’ study (Low *et al.*, 2007) is one of the few to analyse the data gathered according to both people at risk of social exclusion and disabled people. It found that volunteers from all at risk groups were underrepresented among volunteers in the field of sport and exercise (14 percent compared with 25 percent of the base sample). Similarly, a national study of volunteers for Sport England (2006) found that disabled people volunteer in sport at lower levels than non-disabled people. In addition, Table 5 illustrates data from the recent Sport England Active People Diagnostic and this shows that disabled people spend less time undertaking sports-related volunteering than non-disabled people.

Table 5: Length of time did voluntary sports work

Time volunteering	Disabled (%)	Non-disabled (%)
No volunteer work done	95.5	92.7
Up to 2 hours	0.5	0.8
2 to 4 hours	0.8	1.5
4 hours or more (at least once a week)	3.2	5.0

No data is available relating to volunteering in sport by people with different disabilities. A handful of other, smaller-scale studies on volunteering have also offered data on disabled people who volunteer within sport. For example, in a study of 698 tourist event volunteers who helped at the XVII Commonwealth Games in Manchester in 2002, only 6 percent had some form of disability that limited their daily activity at work (Ralston *et al.*, 2005), and a study of 160 young people (aged 16+) on the Step into Sport programme found that only 2 percent reported having a physical disability, learning difficulty or sensory impairment – a reflection of the overall profile of participants in the Step into Sport programme (Kay & Bradbury, 2009).

In many ways, the low numbers of disabled volunteers who are involved in sport is unsurprising given that disabled people are under-represented in volunteering as a whole¹³. Indeed, the research literature suggests that although around 20 percent of the working-age population has a disability¹⁴, only between 3 percent and 6 percent of all volunteers in the UK are disabled (CSV, 2001; Scope, 2005). The comprehensive study of volunteering in the UK, 'Helping Out' (Low *et al.*, 2007), found that volunteers from at risk groups, which include disabled people, were over represented in the voluntary and community sector, and underrepresented in the public and private sectors, which includes many sports organisations and in roles requiring managerial and/or organisational skills, although the data was not broken down to illustrate the numbers of people within this group who have a disability. Moreover, volunteers with a disability were more likely than the core sample to volunteer in health and disability fields – a finding that is in keeping with other research that has shown disabled people predominantly volunteer in disability related organisations (National Centre for Volunteering, 2003; Scope, 2005), perhaps because such organisations are well placed to provide a range of opportunities and roles for disabled people at various levels. It may also be that disability organisations tend to understand and account for the issues and barriers experienced by disabled people (Disability Rights Commission, 2007). In addition, disabled volunteers are also over represented in local community groups, a fact that may be attributable to people being involved in local self-help groups relating to their disability.

Meanwhile, data on the socio-demographic profile of volunteers who have a disability and on the experiences of disabled volunteers is relatively rare. The literature search found one study that offered data on the age profile of volunteers with a disability – a study of volunteers, both disabled and non-disabled, who operate in horse riding schools affiliated to the Riding for the Disabled (RDA) charity. Although the study offers no figures, it concluded that RDA volunteers have “an ageing demographic profile” and the organisation needs to increase its recruitment of younger, fitter volunteers (Brooke-Holmes, 2005, p.14). Furthermore, the Sport England Active

¹³ It should be noted that disabled people also experience lower levels of participation in sport (Sport England, 2001 & 2002; Best & Nicolson, 2007; Department of Culture Arts & Leisure, 2008) and this could contribute to less disabled people engaging in sports related volunteering.

¹⁴ For more detailed information about the UK population and disability see Northern Ireland Statistics and Research Agency (2007); Office of National Statistics (2008); Scottish Government (2008).

People Diagnostic provides some limited data regarding gender, ethnicity and disability and is illustrated in Tables 6 and 7.

Table 6: Length of time did voluntary sports work by gender and disability

Time volunteering	Disabled Male (%)	Non-disabled Male (%)	Disabled Female (%)	Non-disabled Female (%)
No volunteer work done	94.2	91.1	96.6	94.3
Up to 2 hours	0.5	0.7	0.4	0.8
2 to 4 hours	0.9	1.7	0.8	1.3
4 hours or more (at least once a week)	4.4	6.4	2.2	3.6

Table 7: Length of time did voluntary sports work by ethnicity and disability

Time volunteering	White – all %	Mixed – all %	Asian – all %	Black – all %	Chinese – all %
No volunteer work done	95.5	94.1	96.2	96.8	94.5
Up to 2 hours	0.5	*	0.5	*	*
2 to 4 hours	0.8	1.3	*	0.6	*
4 hours or more (at least once a week)	3.2	4.4	2.8	2.0	3.7

Table 6 illustrates that disabled and non-disabled males are more likely to spend time volunteering than comparable groups of females. Moreover, disabled males were more likely to undertake '4 hours or more a week' than non-disabled females. In terms of ethnicity, Table 7 shows that the Asian and Black groups with disabilities are less likely to spend time volunteering in comparison to people with disabilities from other ethnic groups. People with disabilities in the Chinese group and those from a mixed ethnic group were more likely to undertake '4 hours or more a week' than disabled people from other ethnic groups.

Public perspectives about disabled people generally focuses on the 'problems' of having a disability and the needs of this group in terms of service provision, so that

disabled people are perceived primarily as receivers of voluntary assistance from others (Roker *et al.*, 1997). This fails to recognise the positive contribution that disabled people make to society. A handful of research studies have explored the experiences of disabled volunteers and, in doing so, have challenged this stereotype, finding that disabled volunteers are actively engaging in volunteering activities, making a significant contribution to society and actively challenging wider societal views about disabled people and their abilities (Roker *et al.*, 1998; Barlow & Hainsworth, 2001; Andrews, 2005).

BARRIERS TO SPORTS VOLUNTEERING AMONG DISABLED PEOPLE

As the limited amount of research discussed here indicates, disabled people are under-represented within volunteering in sport and more broadly (CSV, 2001; Scope, 2005; Sport England, 2006; Low *et al.*, 2007). Providing an adequate explanation for reasons behind this inequality is crucial if more disabled people are to be encouraged into volunteering, in line with government policy. Only a limited number of research studies have addressed the specific barriers faced by disabled people in a volunteering context either within sport or more broadly (Roker *et al.*, 1998; Scope, 2005). These studies suggest the barriers faced by disabled volunteers are similar to those faced by disabled people in other contexts (Rioux, 2002; Prestley, 2003; Disability Rights Commission, 2007). Consequently, this section will draw on both types of research.

The literature suggests that disabled people face a range of barriers that limit their participation in volunteering opportunities. The Disability Rights Commission (2007) breaks these barriers down into three broad areas:

1. Environmental
2. Organisational
3. Attitudinal

Environmental

Environmental barriers include obstacles such as a failure to provide physical access in the volunteering environment (such as sports training venues) and inflexibility in

working arrangements and provision of equipment. Several studies have found that a lack of easy access to volunteering locations has prevented or discouraged disabled people from volunteering (Roker *et al.*, 1998; Scope, 2005), while the English Federation of Disability Sport (EFDS) and the Sport England-funded organisation Running Sports, which supports all volunteers within sport, cite accessibility issues, including a lack of accessible parking spaces, lifts or ramps, changing facilities/toilets and lighting as barriers to the involvement of disabled volunteers (Running Sports, 2009).

Organisational

Organisational barriers include a failure to meet additional travel costs for disabled people who cannot use inaccessible public transport, and a lack of availability or usage of alternative formats such as Braille, large print, easy read, or British Sign Language. Research by Scope (2005) found that one in three disabled people had been discouraged from volunteering or treated less favourably because of their impairment. A lack of financial support from the organisation in which they wanted to volunteer was cited as a common barrier. The EFDS and Running Sport, meanwhile, suggest that a lack of additional financial assistance for transportation costs for disabled volunteers, and the inability volunteer organisations to provide marketing material in alternative formats serve as barriers to participation among disabled people (Running Sport, 2009).

Attitudinal

Attitudinal barriers include a general lack of understanding and awareness of what disabled people can contribute to volunteering, concerns that disabled people's health could adversely impact on their reliability, and discrimination and prejudice towards disabled people. Research suggests negative stereotyping and harassment of disabled people is a factor in their non-involvement in volunteering across all fields. For example, 90 percent of people with a learning disability report having experienced harassment (Mencap, 2000), while studies by Roker *et al.* (1998), Scope (2005), and the National Centre for Volunteering (2003) found negative attitudes towards disabled people, a lack of awareness of the abilities of disabled

people and insensitive treatment, particularly towards people with a learning impairment, serve as a hindrance to their involvement in volunteering.

Similarly, managers of organisations that work with volunteers in general have expressed fear over the potential special provisions that may need to be made for disabled volunteers, such as whether a non-disabled helper will be needed to accompany a disabled volunteer, whether specialist training will be required for other volunteers and staff and preparing the site of voluntary activity for the particular mobility needs of a disabled volunteer (Roker *et al.*, 1998). However, addressing these barriers to volunteering for disabled people may not be as complicated as some organisations assume; a report by the Chartered Institute of Personnel and Development (CIPD, 2001) suggests that more than 80 percent of managers found that employing disabled people was 'easy.' This experience is likely to be reflected when providing volunteering opportunities to disabled people.

Having outlined the state of current knowledge in relation to disabled people who volunteer within sport and more broadly, the following section turns to the context of disability sport and knowledge regarding volunteering within it.

VOLUNTEERING WITHIN DISABILITY SPORT

As with research on disabled volunteers who operate in sport, research on volunteers engaged within the field of disability sport is limited. Only two studies that made reference to volunteers engaging within a disability sport context were found. The first, a small-scale study of two Riding for the Disabled Association (RDA) groups, which included volunteers at RDA-affiliated clubs, RDA club members and RDA club officials, found a central motivator of volunteers was that they had the opportunity to help disabled people enjoy horse riding or carriage driving (Brooke-Holmes, 2005). The second study, which looked at young people (aged 16+) who were on the Step into Sport programme, suggested the programme had the biggest positive impact on those volunteers who worked with youngsters who had disabilities (Kay & Bradbury, 2009).

Having outlined research that relates specifically to sport volunteering and disability, the following chapter provides an overview of guides that offer advice on how to make volunteering both within sport and more broadly more inclusive.

SUMMARY

Sport relies heavily on volunteers and remains one of the most popular fields of engagement for volunteers, with between 13 percent and 26 percent of all voluntary activity throughout the UK taking place in a sporting context. However, voluntary engagement within sport has only received recognition and support from the government or the broader volunteering infrastructure in recent years.

Data on sports disabled volunteers is limited as studies tend to group disabled volunteers into one category: that of people at risk of social exclusion. Volunteers from all at risk groups were underrepresented among volunteers in the field of sport and exercise. Research has identified three broad classifications of barriers to disabled people's involvement in volunteering, whether within a sporting context or otherwise: environmental, organisational, attitudinal. Research on volunteers engaged within the field of disability sport also is limited.

CHAPTER 4

GUIDES TO INCLUSIVE VOLUNTEERING

As awareness grows that some groups in society, including disabled people, are less well represented in volunteering than others, a number of guides are being published that offer advice on how to make volunteering more inclusive, both within sport and more broadly. This review identified five such guides, although only two made specific reference to volunteering in a sporting context or with disabled athletes. The guides reviewed are:

- Mencap/ Volunteering England (undated) 'Tapping into Untapped Resources: Involving People with Disabilities as Volunteers.'
- DRC (2006) 'Recruiting, Retaining and Developing Disabled Volunteers: Guidance for Volunteer Opportunity Providers.'
- Leonard Cheshire Disability/ Scope (2006) 'Can Do! A Guide to Involving Young Disabled People as Volunteers.'
- English Federation of Disability Sport (EFDS) (2008a) 'Volunteer Support for Disabled People Participating in Sport'
- EFDS (2008b) 'A Brief Guide to Volunteering with Disabled People in Sport'

In each of these guides, commonalities among the good practice advice offered emerged. These covered the following areas:

- The policy and value base of the organisation
- Physical accessibility issues
- Training and support issues
- Legal issues surrounding health and safety regulations, employers' insurance, liability insurance and the protection of children and vulnerable adults

POLICY AND VALUE BASE OF THE ORGANISATION

Issues surrounding policy and the organisational value base are raised in three of the guides (Mencap/ Volunteering England, undated; Leonard Cheshire Disability/ Scope, 2006; DRC, 2006). Organisations are advised to consider why they want to involve disabled volunteers and to ensure that volunteering policies include a statement about the organisation's commitment to equal opportunities in volunteering and how it intends to promote diversity in volunteering. Offering a

flexible but clearly defined role description that provides information about location and time of placement, are offering a trial placement are also suggested to ensure that disabled volunteers are aware of what is involved in the post and can decide for themselves whether it is of interest to them.

Another common theme in guides to making volunteering more inclusive at the policy level involves ensuring there is a system in place to prevent bullying or harassment on the grounds of disability by volunteers, colleagues or service users and, if this does occur, a way of ensuring it is dealt with effectively by, for example, having a harassment and anti-bullying policy that makes specific mention of disability-related bullying or harassment. (Mencap/ Volunteering England, undated; DRC, 2006; (Leonard Cheshire Disability/ Scope, 2006). In addition, Mencap/ Volunteering England (undated) suggests having a volunteer agreement that ensures that volunteers and staff are clear about the boundaries of their role to help to prevent difficulties, while a similar suggestion is to work with disabled people to establish a code of conduct (Leonard Cheshire Disability/ Scope, 2006).

Finally, all of the guides make it clear that organisations that work with disabled volunteers should concentrate on the volunteers' ability rather than their disability and avoid underestimating the skills or ability of the disabled person by, for example, assuming that all disabled people require assistance. Rather, Mencap/ Volunteering England (undated) suggest working with disabled volunteers to better understand their specific needs and always addressing the disabled person, not the person they are with. Importantly, while the CRC notes that organisations should not disclose information about a person's disability without their consent, it also acknowledges that it can be difficult to make adjustments without such knowledge. In these circumstances, the DRC encourages organisations to discuss with the disabled person how they want others to be informed of their requirements and to create a culture in which disabled people feel safe to talk openly about their disability or health condition (DRC, 2006).

PHYSICAL ACCESSIBILITY ISSUES

All the guides make suggestions about how to ensure volunteering environments are physically accessible to all. Advice includes ensuring that:

- Building access is level
- Doorways are wide enough to accommodate wheelchairs
- Toilets are accessible
- Signs are clear
- Lighting is good
- Information is provided in a range of alternative formats

In addition, Mencap/ Volunteering England (undated) and the EFDS (2008a, 2008b) also suggest discussing access requirements with disabled people to ensure their needs are met, while the DRC (2006) advises that it is good practice to appoint an individual who has responsibility for ensuring all barriers are identified and adjustments made.

Three guides (DRC, 2006; Leonard Cheshire Disability/ Scope, 2006; Mencap/ Volunteering England, undated) also offer advice about how to make the recruitment stage more inclusive, such as:

- Ensuring that recruitment procedures take into account the requirements of all potential applicants and ensure that they are barrier-free from the outset, for example, offering alternatives to completing an application form
- Advertising through a range of medium and locations to attract diverse range of potential volunteers, including those who may not yet have considered volunteering
- Using different approaches to reach potential volunteers; for example, asking existing staff and volunteers to spread the word and nominate people; notifying local organisations of and for disabled people who can be made aware of your volunteer opportunities; asking third-party stakeholders like social services to let their client groups know about volunteering opportunities; notifying local religious organisations; using road shows or stands at exhibitions; advertising in local magazines and free newspapers; posting fliers in GP surgeries, libraries, benefit offices, hospitals etc.; using specialist agencies and websites; seeking media publicity via local radio or newspapers; and advertising in your local Volunteer Centre

- Sending interview questions to people in advance to ensure that people with learning impairments have sufficient time to prepare for their interview, or offering assistance in completing application forms
- Ensuring interviews are no longer than 20 minutes to allow for best concentration
- Allowing a supporter to be present at interview and appointing an additional named supporter to cover for leave or sickness of the main supporter
- Ensuring financial support is available for additional transportation costs to/from interviews and volunteering sites incurred by disabled candidates

TRAINING AND SUPPORT ISSUES

Offering support for disabled volunteers is another common theme of the guides reviewed here. Mencap and the DRC (2006) suggest ensuring that disabled volunteers have a named person to go to for support and that regular review sessions take place between this person and volunteers to clarify that any adaptations agreed are proving effective, while Mencap/ Volunteering England (undated) also notes the importance of ensuring that disabled volunteers are involved in any social activities that take place within the volunteering organisation to promote a culture of inclusion. Meanwhile, the DRC (2006) and Leonard Cheshire Disability/ Scope (2006) advise using a ‘buddy’ or mentor system to support disabled people in their volunteering activities.

Three of the guides also centred on the importance of ensuring disabled volunteers are appropriately trained to carry out their role safely and confidently (DRC, 2006; Leonard Cheshire Disability/ Scope, 2006; Mencap/ Volunteering England, undated), while specialised training, disability awareness training – ideally delivered by disabled people themselves – and equality training for support staff, supervisors and managers were identified as important to enabling disabled volunteers to settle easily into their placement and ensuring other volunteers and staff are aware of the rights of disabled people (DRC, 2006; Leonard Cheshire Disability/ Scope, 2006; Mencap/ Volunteering England, undated).

LEGAL ISSUES

Legal issues surrounding volunteering in relation to health and safety regulations, employers' insurance, liability insurance and the protection of children and vulnerable adults were covered in some form in all the guides reviewed here. The key issues raised related to:

- The Protection of Children and Vulnerable Adults Act – Leonard Cheshire Disability/ Scope (2006) suggested sending volunteer managers on child and vulnerable adult protection training. Meanwhile, both Cheshire Disability/ Scope (2006) and the EFDS (2008a, 2008b) note that all volunteers who work with children or vulnerable adults, whether disabled or non-disabled, must have a criminal record bureau (CRB) check before they begin volunteering.
- The Health and Safety Act – Two of the guides (Mencap/ Volunteering England, undated; Leonard Cheshire Disability/ Scope, 2006) note that although the legal obligations of organisations towards their volunteers with regard to health and safety are less clear than they are for employees, organisations still have legal obligations towards their volunteers and it is good practice to treat volunteers in the same way as employees when it comes to health and safety. Both suggest having a health and safety policy in place that includes volunteer activities and (Mencap/ Volunteering England (undated) advises conducting and risk assessments on each volunteer role.
- Insurance – Leonard Cheshire Disability/ Scope (2006) suggest that employer's liability and public liability insurance policies should explicitly include volunteers and their activities.

In most cases, the guides reviewed here offer advice on how to make volunteering more inclusive for disabled volunteers. In relation to non-disabled volunteers working within in a disability sport context, only two guides were found, both published by the EFDS (2008a, 2008b). In these cases, while much of the information was similar to that contained within the other guides, the EFDS sport provides additional information on ensuring volunteers working within disability sport remain in a safe, professional volunteering environment. For example, the EFDS (2008a, 2008b) suggests that volunteers:

- Avoid getting into situations that could be misunderstood
- Remember that the key focus of the relationship is the needs and goals of the disabled person
- Do not give out your home phone number or address

- Do not take the person to your own home
- Do not become emotionally over-involved
- Do not get involved in an intimate relationship
- Do not buy gifts or give money to the other person
- Do not lend money/ material goods or ever borrow from the disabled person

Having reviewed five guides and recommended good practice for including disabled people in volunteering, the final chapter draws together this literature review by signposting possible future directions in research focusing on disabled, sport and volunteering.

SUMMARY

As awareness grows that disabled people are less well represented in volunteering than others, several guides have been published that offer advice on how to make volunteering more inclusive. Guides tend to offer information and advice on policy and the value base of the volunteering organisation, improving physical accessibility issues, offering training and support, and how to meet legal issues surrounding health and safety regulations, employers' insurance, liability insurance and the protection of children and vulnerable adults.

Only two guides that related to working with volunteers in a sporting context could be found. Both were aimed at non-disabled volunteers working within in a disability sport context and offered additional advice on ensuring volunteers working within disability sport remain in a safe, professional volunteering environment.

CHAPTER 5

FUTURE DIRECTIONS IN VOLUNTEERING RESEARCH

The body of literature drawn on in this review provides an overview of research available that focuses on disability, sport and volunteering. There still remains much to learn in order to extend our knowledge and understandings in this area. In concluding this review, a number of possible directions that future research could take are identified.

In comparison to other research in the area of disability and sport¹⁵, it is important to note that the nature and range of research focusing on disability, sport and volunteering is relatively limited. It also seems that this topic has been largely ignored in broader volunteering research. In order to establish a more coherent understanding of disability, sport and volunteering, research is needed that explores insights from disabled people about:

- Volunteering in sport at different phases of the life cycle (for example, throughout schooling, college, university and into adulthood).
- Volunteering in 'mainstream' sport and dedicated disability sport.
- Volunteering insights of people experiencing different impairments (research in many spheres tends to focus on people experiencing physical disabilities).

In these contexts, the motives and challenges of volunteering could be the focus of research. Meanwhile, there is also a need to engage in research over a sustained period of time in a longitudinal manner. By doing this, insights could be gained about the ways in which volunteering is positioned and valued within other broader life experiences. Both qualitative and quantitative research is needed in this area and the possibilities of making connections with existing research projects should be explored further (e.g. extending the questions asked in existing national surveys). Beyond the insights of disabled people there is also a need to consider the perspectives of different stakeholders (local, regional and national) responsible for facilitating sports related volunteering for disabled people.

¹⁵ In relation to the breadth of research in Adapted Physical Activity (scientifically underpinned research in disability sport) see for example: Hoover & Wade, 1985; Pyfer, 1986; Broadhead & Burton, 1996. For a review of research focusing on participation patterns, attitudes and barriers see: Fitzgerald (2009).

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