



VOLUNTEERING PLAN LA ROTLLANA ASSOCIATION



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WHO ARE WE?

We are a non-profit association based in the city of Badalona since 1990.

Our mission is to contribute to the personal and social development of children, adolescents and young people from non-formal education.

We offer opportunities, support for youth, and are committed to community development. Our main areas of action are; education in leisure, culture, international cooperation, sport and socio-community action. We are firmly committed to gender equality and equity and respect for diversity.

We are also an entity with the capacity to manage socio-educational and community projects in our environment.

With a cosmopolitan identity, our most important value is the people who participate in our project. Our main objectives, on which we seek to frame our actions, are:

- Improve the quality of life of people and the neighborhood.
- Contribute to the social construction of Badalona from the neighborhoods, and promote roots in local culture.
- Contribute to the socialization of children, adolescents and young people in the neighborhood, promoting community development. Taking special care with people and groups at risk of social exclusion or vulnerability.
- Give opportunities to people in the area where the entity is located.
- Promote the creation and dissemination of popular culture.
- Promote opportunities for children, adolescents and young people by rooting ourselves in local culture from the existing community diversity.
- Promote contact between the three areas of education, the formal or academic, the non-formal of leisure education and the informal for the promotion of citizenship.
- Promote the international mobility of people, especially young people with less opportunity .
- Increase the socio-labor skills of young people.
- Promote healthy habits and lifestyles.
- Contribute to social progress based on equal opportunities and access to them. Guaranteeing participation without any discrimination based on origin, culture, political choice or sexual condition. Promote equality and equity between the genders.
- Promote the version of sport at the service of people, as a tool for growth staff and community structure.
- Articulate proposals for international cooperation. Establish links based on the co-development. Glocality; local action global thinking.
- Guarantee channels for intercultural exchange and coexistence.
- Generate spaces for dialogue and intergenerational activities.

- Promote processes and actions to improve or guarantee gender equality.
- Promote awareness of the need to preserve the sustainable use of natural resources, promoting their reduction through ethical consumption, recycling, and reuse.



As an association we have grown for thirty years in parallel with the European programs, "Youth for Europe", "Youth in Action" and now "Erasmus +". Therefore, our identification with the values and objectives of these programs is very important. Our framework of action is born from a community base of territorial commitment. European programs have always helped us to grow as a local organization, as well as to offer opportunities to young people from disadvantaged backgrounds. We are committed to the essence of Erasmus + and at this point we feel that if they did not exist we would have to invent them, because they are simply essential. We cooperate with partners who understand, like us, participating in a joint project, who feel the interest and importance of offering opportunities to young people, and who also contribute to the strengthening of civil society with the added bonus of the international dimension.

OUR MOST DIRECT ENVIRONMENT

Diagnosis; La Rotllana is mainly present in the neighborhoods of Llefià, Artigues and La Salut, but is open to the participation of anyone interested in participating. Due to the location of the organization's radius of action, there are many young people who may come from the neighborhoods of Sant Adrià del Bessos and Santa Coloma de Gramenet, bordering Badalona.

Llefià, with 45,000 inhabitants, and a newcomer population of close to 20%, is characterized by having the youngest population in the city, one in four young people lives in this neighborhood. Therefore, it is one of the neighborhoods with the youngest people in the city of Badalona. We can also say that Llefià is a very popular neighborhood with many neighborhood and cultural associations typical of the social movements of the 70s/80s, and even has a relative offer of leisure for children, but in the area of adolescents and young people it maintains a very significant deficit with respect to the volume of population. It is especially worth noting that currently there is no municipal program of attention and provision of territorial youth services to adolescents and young people in this neighborhood. Our entity has already had a history of more than 26 years in the territory offering attention to young people and occupying developing this action.

La Salut is the neighbourhood with the highest population density in Badalona, but also one of the most densely populated in Europe. With 40% of the registered population newly arrived, with more than 120 different nationalities, it is one of the neighbourhoods with the most apartment blocks in Badalona. La Salut is the oldest neighbourhood in Badalona and one of the most characterised by the constant attraction of the newly arrived population. The effects of replacing the vertical slums of the early 20th century with horizontal slums still persist. The extension and growth of the disorder of the neighbourhood responds to the arrival of two waves of immigration, that of Francoism and that formed by immigrants from the Maghreb, Asia, Sub-Saharan Africa, Latin America and Eastern European countries.

Artigu es is a neighborhood with more than 12,000 inhabitants with a newcomer population that is close to 50% according to the latest population census. Artigu es is characterized by a strong activity of small businesses that provide services to the neighborhood itself and to adjacent neighborhoods, while also being a neighborhood with a lot of passing traffic, due to its location near the city of Sant Adrià del Besos. Artigu es is a completely cultural amalgam, but coexistence between the different cultural communities is not always experienced in a positive way, especially because the native community sees itself as a minority. Despite this opportunity that the strong presence of small businesses produces, the fact that it

is also a neighborhood of passage influenced by the great artery of the national road that crosses the neighborhood, Artigu es does not have an associative wealth proportional and consistent with its needs for coexistence, especially with regard to young people.



The actions of the Rotllana will therefore take place in popular neighborhoods that have social deficiencies and that are urbanistically chaotic, where the social problems recognized by the social services are overwhelming. We are in one of the hottest areas of Catalonia in terms of coexistence problems, groups of young people with problems of social maladjustment, high rates of school failure and unemployment, addiction problems, and a multiplicity of daily problems in social spaces due to family dysfunctions. This reality has always had a structural element that was chronicled during the previous decade and was aggravated by the last economic crisis, which was very pronounced in these neighborhoods. Lleftià and La Salut are popular neighborhoods where activity is focused on local commerce, an activity that sometimes mobilizes the whole family to survive. And the rest of the active population is distributed mainly in unskilled labor oriented to the services and construction sectors. Sectors strongly hit by the effects of the economic crisis. Currently, the neighborhoods are registering a very high unemployment rate, higher than the national average, many families have begun to stop receiving unemployment benefits and a very high percentage of people who were working in irregular conditions have been left directly without jobs and without benefits.

In recent years, some political parties have sown the seeds of racism and xenophobia that have done a lot of harm, especially in these working-class neighborhoods, where cultural diversity is very present. This discourse is articulated by blaming newcomers for the situations of exclusion that they suffer. They do not hesitate to point out immigrants as causes of degradation of the environment, competitors for social resources, and as the reason for the loss of competitiveness and jobs. This discourse has spread very easily through bars, school gates and neighborhood communities. The current situation is especially delicate and in this context, natives and immigrants make up two groups that do

not relate to each other and look at each other with suspicion. The lack of cultural and non-formal educational spaces in the neighborhood, where the underlying insecurities and conflicts can be worked on from a close perspective, complicates a situation that can become explosive.

The difficulties of coexistence that these neighborhoods present, together with the current socio-economic crisis, cause many adolescents and young people to suffer from difficulties in social inclusion. These difficulties have often begun during the primary school stage, being latent, but it is during secondary school that they become visible as they materialize in open conflicts.

Although most adolescents and young people are very vital and have good attitudes towards the daily difficulties they encounter, year after year the cases of adolescents and young people who present difficulties in adapting to school, or more serious ones, grow, with an exponential incidence of the diagnosis of mental disorders and illnesses in adolescents and young people. The increase in cases in social services, the saturation of demands in mental health care centers and specialized social services, and the increase in incidents such as expulsions, school councils in secondary schools are obvious symptoms.

Beyond the consequences of school maladjustment and subsequent academic failure, symptoms and conflicts can be identified in other spaces in the neighborhood and moments in the lives of adolescents.

- There is a visible increase in groups of young people and adolescents in marginalized areas of the neighborhood, linked to drug consumption and trafficking.
- Cases of isolation at home and difficulties in maintaining relationships in groups are increasing.
- School absenteeism is on the rise.
- The increase in gangs identified with violence and marginalization serves as a refuge for many adolescents with cultural identity problems.
- Bullying outside the classroom is increasing.
- Increase in MENA on the street.
- There is a great lack of participation by adolescents and young people in the associative fabric of neighborhoods and cities.
- Incidence among youth and the general population of xenophobic and fundamentalist extremist movements of sectarian indoctrination.

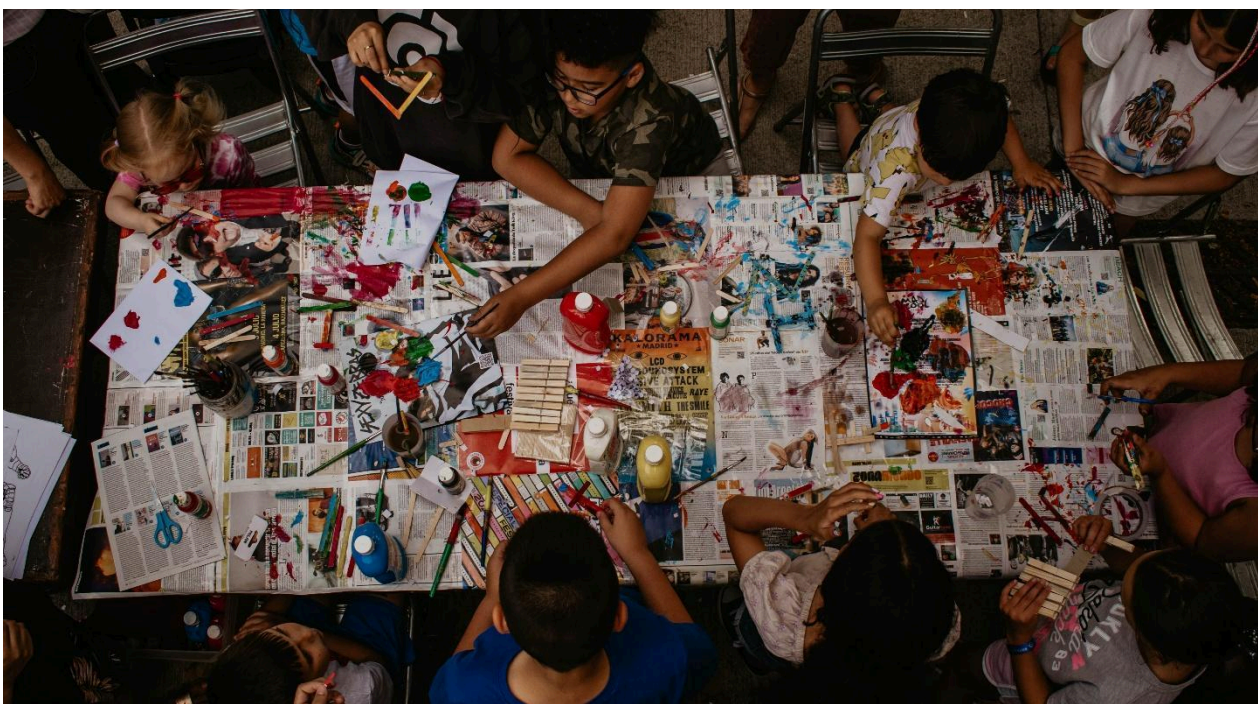
These circumstances and context make the Rotllana project a necessary project not only for the inclusion of young people with fewer opportunities, but also as a normalized resource for the daily lives of young people. Especially in

neighborhoods where there are not many socio-educational offers.

La Rotllana has a proven track record and in addition to generating a social network with the areas of education, culture and the associative world, it has a direct impact on the children, adolescents and young people who participate.

- Firstly, participants have an alternative in their leisure time with tangible and attractive participation proposals.
- It is a logistical and educational support for families with fewer resources, adolescents and young people can find everything from computer equipment to facilitate their academic work, to counselors and qualified professionals to give them the emotional support that they cannot always find at home.
- A framework for group growth, participation in community life and rooting in the positive territory is provided, with the support of local leaders, volunteers and professionals.
- La Rotllana allows possibilities for participation in contexts and environments such as; international activities, training actions, specialized activities for young people, which without the existence of the project would not be available to young people.
- The project not only offers services but is also an instrument to promote the creativity and autonomy of young people.

The social agents in the area positively value the passage of adolescents and young people through this project, as it complements academic school learning, improves the socialization of young people, and produces or reinforces changes in personal itineraries that cannot be addressed at school.





THE VOLUNTEERING PLAN

*“A lot of small people doing small things can change the world”
Eduardo Galeano.*

Volunteering is one of the greatest expressions of human beings towards their community and their environment. From a humanist perspective, it implies respect and recognition for what previous generations have left us as a heritage, and a commitment to return, also anonymously, what we have received to future generations.

With this plan we want to make known the value of volunteering in our organization, and how it is organized on the day. We hope that it will provide sufficient guidelines so that the volunteers of our organization can have a satisfactory experience, fulfilling for them and contributing to La Rotllana. The document aims to explain to everyone what our organization's vision is about volunteering.

The document therefore aims to merge the interests of volunteers with the needs of the Rotllana, seeking to provide maximum utility. This document is public, and therefore available to everyone.

Our extensive volunteering plan is based on the code of ethics of the entity.

VOLUNTEER PROFILE AND COMMITMENT TO THE ROTLLANA

Volunteering is an exercise of conscience and civic responsibility that encourages citizens to participate and intervene in actions that benefit the general interest. The key to social volunteering is that it approaches the problems of people and communities: from a human encounter that discovers its transformative potential, and its work influences, channels or promotes a change towards a more just, responsible and supportive society.

*“If I help one person have hope, I will not have lived in vain”
Martin Luther King*

Anyone who might volunteer for our organization, we only ask for loyalty to our mission and a commitment based on personal beliefs to be part of this project.

The minimum age to begin volunteering is 15 years old. Although for some projects you will be asked to be of legal age. 18 years old. Also in socio-educational projects you can ask for an educational distance in terms of age.

Any person without discrimination for reasons of sex, political beliefs, religion, and personal convictions, who respects human rights has the right to be a volunteer for our organization.



We value commitment and responsibility as essential. Being a volunteer can become a stage of life, or a constant practice, but always with values such as responsibility and commitment. It is essential to have a constant attitude of humility, empathy, an open attitude with the ability to listen actively, a spirit of service, and without expecting anything in return for volunteering. At the same time, it is essential to maintain confidentiality and discretion with the information.

It is also very important to have an attitude of facilitating processes, with the capacity for active listening and an open attitude, in order to foster the autonomy of each person, without generating new dependencies. Following the methods, principles and recommendations of the Rotllana.

Being a volunteer at La Rotllana means working selflessly, together with a team (of other volunteers and workers), and in addition, it is a commitment that transforms and addresses what we work for: a society where human rights and children's rights reach everyone.

Continuous respect for any participant in Rotllana's projects, as well as for Rotllana and its work.

We expect sensitivity towards people with fewer opportunities or difficulty accessing them. Commitment to reflect and have critical and constructive thinking.



LA ROTLLANA'S COMMITMENTS TO VOLUNTEERS

Insurance

To begin the action in La Rotllana, the new FCVS volunteers will be insured with a Civil Liability Policy and a published Accident Policy contracted with the ARÇ cooperative.

Training

There are a series of common training courses, which offer general information. As each volunteer "specializes" they will be able to receive specific training linked to the project in which they participate. Finally, there are cross-curricular training meetings, through the different federations and movements in which our entity participates as a member, and also through the Erasmus+ program, in which La Rotllana is an active member.

Basic Training. About the entity, its mission and its context. It will be provided by the team of coordinators of the entity. This training will be face-to-face and can be carried out in groups or individually. As support for the volunteer, general material from the entity will be provided, as well as online material. These materials will contain aspects of the work methodology, project objectives, educational project, organization chart of the entity, and all complementary elements to facilitate the inclusion of the volunteer, volunteer. in their associative environment. Complementary material will also be provided in different formats, visual, written, audio on the socio-educational paradigm of the entity.

Upon completion of the Basic training, the volunteer communicates the results to the volunteer coordinator.

Specific Training . Specific training is the training necessary to carry out the task assigned by the volunteer. This is normally transmitted by the project coordinator in which they will participate directly, by a member of the project team with experience or it could also be by a volunteer with considerable experience and veteranship. This training will have content, time and arrangement adapted to the reality and functionality of each project. When the training involves direct or indirect contact with people, especially the most vulnerable groups such as minors or newcomers, the volunteer will participate in a feedback on their training in order to verify that they have achieved the minimum requirements for their participation.

The feedback will work as follows: Once the training has been completed, the volunteer will explain the content received to another experienced volunteer from

the organization or to a worker. This person will be responsible for passing on the volunteer's story to the person who provided the training. Finally between the volunteer listener and the person who has completed the training, they will determine the suitability of whether to extend it and whether or not to validate the incorporation of the candidate, communicating the decision to the candidate.



Continuous training and supervision . La Rotllana offers different continuous training opportunities, since the training of its volunteers is a very important aspect for improving its projects in efficiency and effectiveness. In addition to the importance of investing in the training of its volunteers.

- XEACS meeting. It is an annual meeting of the network of socio-community action entities to which La Rotllana belongs, which carries out cross-curricular training once a year, and which also offers specific training on an ongoing basis at least once a year.
- Training through local networks. Pla Deco, Llei de barris and other local networks offer the opportunity to participate in training linked to the work of entities in the territory, with actions that are designed by the entities themselves.
- Training in the courses of monitor/a, director/a of leisure accredited by the General Secretariat of Youth. And CIATE course for the initiation of socio-sports activities. The entity will make available to the volunteer,

voluntary the ability to participate in these courses either by direct offer of our entity, or by agreement with other entities. La Rotllana may fully or partially subsidize them.

- International Erasmus+ training. Rotllana will promote international training with volunteers, and will promote the participation of its volunteers, assuming the general expense of participating in this training.
- Training and capacity building on gender equality and equity, as well as awareness-raising training on the rights and situation of lgbtqi+ people

Volunteer certificate

Every volunteer has the right to request a certificate of participation in the entity as such, provided that their participation has reached the minimum at the equator of the initially agreed time.

Every volunteer has the right to request a certificate of participation at the end of their service, specifying the tasks carried out, as well as the evaluation of their process.



LA ROTLLANA

PARTICIPATION OF VOLUNTEERS IN THE ENTITY'S BODIES

When the volunteer completes one year of active involvement with the organization, the person who has completed their training, together with the organization's coordinator, will invite the volunteer to participate in the organization's next assembly as a full member. This condition will be maintained as long as the volunteer maintains their commitment to the organization.



THE COMMITMENTS THAT VOLUNTEERS ASSUME

“Voluntary work is a school that creates awareness, it is the effort made by

and for society, as a personal and collective contribution”, Che Guevara

Direct care volunteering.

Those people who want to make their contribution in direct or semi-direct care with people. Depending on the population to which the intervention with people is addressed, specific aspects will be requested such as:

- Commitment.
- Small specific training. Previous or position of the entity.
- Pedagogical distance. Between volunteer and beneficiaries.
- Certificate exonerating from crimes of abuse, sexual abuse, or any other type that may call into question the quality of the care to be provided.

Volunteering for project management and support.

Aimed at supporting the administrative and logistical aspects of the entity or their projects.

Commitment to timing.

Absolute confidentiality regarding the entity's non-public internal information.

Every volunteer has the right to request a feedback meeting on their performance and service with the person assigned to monitor them. The organization's coordination or the board of directors' staff also reserve the right to summon the volunteer to carry out any other assessment from the associative point of view.

FORMALIZATION OF THE MUTUAL COMMITMENT

The document to be signed between the volunteer and the Rotllana is attached in the annex.

La Rotllana must be very clear about what it asks of a volunteer when they join. Similarly, the volunteer must know what is required of them and what they can offer. For this, a commitment sheet must be signed where both parties commit to what has been verbally agreed upon with the corresponding rights and duties. This is an important moment because it defines not only the task that will be carried out but also the hours and conditions in which it will be carried out. It must be ensured that the future volunteer carefully reads the sheet and what they are committing to.

CANDIDATE INTERVIEW

1. An interview is arranged where the candidate's profile is explored in depth: Educational, work experience, volunteering, motivations for volunteering, their experience, availability, relationship with the world of associations and leisure or non-formal education, etc.
2. The second part is an explanation of La Rotllana, the programs and different volunteer activities, current needs, etc. Space to resolve doubts, etc.
3. Ask them what their motivation is for the activities and try to find common ground with the first assessment.

WELCOME AND ACCESS INTERVIEW.

1. In a second interview, their skills will be assessed. People who want to volunteer in direct contact will have a second interview with the volunteer reference person at La Rotllana in order to assess the appropriate skills to develop appropriate direct care with users and families.
2. If the assessment is positive, the start dates of the volunteering will be set and the reception process will be carried out at the activity center. The commitments will be signed and the data sheet will be filled out.
3. The welcome process. Regardless of the role that the volunteer carries out, the center's volunteer coordinator will give them a presentation about the volunteer and the activity they will carry out. They will also notify them of the volunteer's registration.

DISCONNECTION OF VOLUNTEERS

From Rotllana we will facilitate the process of disassociating volunteers from the

organization, taking into account their demands and the evolution that their involvement and time with the organization has generated.

Advance notification. When the volunteer stops collaborating with the organization, they will communicate this with sufficient notice so that a replacement can be found.

Evaluation meeting. This can be held in person or by telephone to ask the reasons for this leave and their degree of satisfaction with volunteering.

La Rotllana will assess the possibility of making a gift according to the time and involvement in your volunteer work.

From the organization we consider and ask the volunteer for permission when they are on leave.

being able to keep them in the contact list and invite them to events.

