

The Snowflake Trust



Volunteers' Handbook 2019/20

THE SNOWFLAKE PRAYER FOR THE HOMELESS:

*Jesus, help us to see your face
in the eyes of every homeless person;
keep them safe from physical and emotional harm;
give them hope for a better future by the respect,
kindness and love shown to them. Amen.*

Teresa Black 2015

Introduction

The Snowflake Night Shelter offers shelter, hospitality and hope during the coldest winter months to people who would otherwise be sleeping rough.

Although several venues are involved on rotation, please regard them as being one shelter in one work. Please take some time to read and digest these notes, **the policy documents** available on our website www.snowflake-nightshelter.org.uk (and available in a folder at each venue), and take part in the training sessions that we offer. There will also be reminders on our notice board of what is expected of all Volunteers on the relevant shifts.

All Volunteers are expected to respect the Christian ethos of the Snowflake Night Shelter project: *"for I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me"* Matthew Chapter 25

Thank you for Volunteering to work in one of the Snowflake venues!

We hope that your experience of Volunteering will be rewarding and that all our venues will be safe and welcoming for those who use them, whether as Guests or Volunteers.

The Shelter Project

Throughout we refer to the clients of the Snowflake Night shelter as Guests. Respect for everyone is the essential bedrock in all we do. Volunteers must understand that the Guests have often been disappointed, had their hopes dashed, or been dealt with by a seemingly unsympathetic bureaucracy, and so may not react as Volunteers might expect. Courtesy and kindness break down the walls of stress and insecurity, and all Volunteers will require an endless source of understanding and patience.

The Snowflake Night Shelter has limited objectives of providing food and shelter and is **NOT a drop in centre** where anyone can just turn up. Other local charities have the expertise and resources to deal with the other needs of marginalised persons. So whilst as a Volunteer you may feel a call to assist a Guest in other ways, please keep in mind that you are here to assist the Guest within the limited objectives of the Snowflake Night Shelter. Of course you should be a sympathetic listener to Guests but do not let this draw you into giving advice. Under no circumstances should you feel obligated to do anything asked of you by a Guest nor should you put yourself in a situation where you agree to keep

secrets that you are not comfortable with. Please speak to the Venue Coordinator, Overnight Supervisor or Morning Supervisor (as appropriate) for advice.

The Snowflake Night Shelter will operate from Friday, 29th November 2019 to Tuesday, 19 March 2020.

The Snowflake Trust will have overall responsibility via its Project Supervisor, who will oversee the smooth running of the shelter, liaise with the Church communities providing the venues and, in liaison with statutory authorities and others, work with the Guests to find secure accommodation and more stable lifestyles.

Each venue has a team of Volunteers led by the Venue Coordinator who will take the lead role for each of the venues.

WHAT IS REQUIRED OF VOLUNTEERS?

A heart for the vulnerable, poor and needy and a willingness to be challenged and changed.

- Sensitivity to issues relating to homelessness, including mental health issues, drug and alcohol abuse
- Familiarity and ability to work within Snowflake Trust Policies and Procedures especially the

Health & Safety procedures and the Vulnerable Adults Protection Policy

- Ability to respond calmly but quickly in an emergency
- Judgement of when to call for help
- Basic knowledge of the venue especially the location of fire exits
- Willingness to follow instructions from the Community Coordinator/Overnight Supervisor or Morning Supervisor (as appropriate) and work as part of a team.

General Guidelines

Be on time! If running late or having a problem which prevents you from attending, please phone 07547 482627 as early in the day as possible so that, if necessary, a replacement Volunteer can be organised.

- Make sure you know the layout of the venue, especially the emergency exits and that they are clear of obstructions and any areas that are out of bounds to Guests
- **Treat Guests and fellow Volunteers with respect & make them feel welcome**
- Address Guests and Volunteers by their first names only
- Work as a team and support your Community Coordinator/Overnight Supervisor or Morning

Supervisor. Do not challenge their decisions in front of other Volunteers or Guests

- There must be at least two Volunteers in the Shelter at all times
- Do not give or lend money to Guests
- Do not give out personal information especially street addresses, telephone numbers, social Media details (Facebook) or email addresses. You may think there will be no problems but Volunteers elsewhere have been pestered long after a shelter has closed with requests which are hard to refuse.
- Make sure you are not left alone with a Guest or leave a colleague alone. This is not only for your own safety but so that if anyone alleges an impropriety against you, there is a witness
- When speaking to Guests it is best not to make promises: people can feel very let down by a promise not kept. Snowflake needs to build and maintain trust in order to be effective in finding appropriate help for Guests. Broken promises can undermine this work.
- Do not take Guests to your home, but do stop to say 'hello' if you see a Guest during the day
- Arrangements should not be made to meet with Guests outside the Shelter unless it is an activity arranged by Snowflake. If you think a Guest may need spiritual advice discuss that with the Community Coordinator with a view to making an

appointment with a pastor, priest or minister.

Reference to the Project Supervisor may well be appropriate/essential as s/he will have access to more information about the individual concerned

- For your own safety do not wear or bring valuables to the Shelter, nor offer lifts to Guests.

CONFIDENTIALITY

When talking to *Guests* it is important not to push for information. Please acknowledge that some *Guests* may feel hurt or let down by some experiences and may not wish to talk about them. Others will like nothing better than to tell you their story. Please respect a *Guest's* confidentiality and take great care not to allow your conversation to become common gossip especially with other *Guests* or *Volunteers*.

Confidentiality is important for building trust; however, it is not about keeping secrets and this should be made clear to *Guests*. You may keep a conversation in confidence so long as you do not feel burdened or uncomfortable about what has been shared. If things become too demanding tell the *Guest* that you may have to tell the Project Supervisor what is being said in order to get appropriate help. It is then up to the *Guest* as to whether they want to continue.

If you feel there is a threat to another person or to the safety of the Shelter you should tell your Venue Coordinator/Shift Leader immediately.

TIMETABLE OF SHIFTS

- **6.00-10.30 pm EVENING SHIFT (15 minute overlap for briefing between shifts)**
The Venue Coordinator or Project Supervisor opens up the venue, and checks the security of the premises regarding doors to be locked or opened.
- The Project Supervisor/Assistant Project Supervisor assembles the whole Volunteer team for a briefing and introduces new Volunteers as appropriate and in a timely manner.
- The Project Supervisor/Assistant Project Supervisor say the Snowflake Prayer. Those not wishing to participate in this matter may, of course, be excused.
- The Project Supervisor/Assistant Project Supervisor ensures that all Volunteers know the locations of the fire exit and know the fire drill.
- **Volunteers are allocated**
 - to assist in unloading the bedding, beds and other supplies from the Snowflake van.
 - to set out the relaxation area including newspapers, board games etc.
 - to set out sleeping areas for male and female

of sheets and duvet

- to prepare and cook a hot meal.
- to set up tables & chairs for evening meal.
- **to check toilets for cleanliness, toilet**

paper, soap & towels

- **7.00 pm** Doors open. Guests allocated a space are booked in for the night.
- Show new Guests around, identifying fire exits and toilets.
- Serve drinks etc. over the course of the evening.
- **8.00pm or when agreed by Venue Coordinator**
Serve meal, as all Guests should have arrived by then, **Guests and All Volunteers to sit down together as a family.** Volunteers are welcome to eat as well if they would like too.

When to allow Guests to commence their meal is at the discretion of the Venue Coordinator. Wash and tidy up after the meal.

- Organise social activities for the Guests e.g. games of draughts, jigsaws, dominoes etc.
- Any incidents are to be recorded by the Venue Coordinator/Shift Leader as appropriate (NOT by volunteers generally).

10.15pm - 7.00am NIGHT SHIFT

(15 minute overlap for briefing between shifts)

- Night shift Volunteers arrive, are logged in and shown layout of the venue noting particularly which beds have been allocated to which Guests, and the location of fire exits.
- Overnight Supervisor assembles the Volunteer team for a briefing and introduces new Volunteers as appropriate and in a timely manner
- **10.30pm** Evening Shift Volunteers leave the venue.
- Make sure everyone is comfortable and settled in for the night.
- There should be one Volunteer and the Overnight Supervisor awake at all times.
- **Volunteers to maintain silence so far as is possible so as not to disturb Guests' sleep - sound travels well at night! But must be able to see Guests at all time**
- **11pm Lights out.** All Guests should adhere to lights out and quiet.
- Serve drinks/food as required during the night.

6.45 am - 8.45 am MORNING SHIFT

- **PLEASE DO NOT ARRIVE TOO EARLY AS THIS WILL DISTURB THE GUESTS!**
- Morning Shift Volunteers are welcomed, logged

in and shown layout of the venue by the Overnight Supervisor, noting particularly fire exits.

- **7.00am** Night Shift Volunteers leave the venue.
- Wake up *Guests* **no earlier than 7am. Note - do not touch *Guests*.**
- Provide *Guests* with a drink and a light breakfast.
- *Guests* should be encouraged to clear up their own bedding and stow it in their allocated bag. It is advised that Volunteers who handle used bedding should wear **disposable gloves** (provided).
- Washing up and tidying up.
- Clean venue premises especially the toilets and shower areas.
- Ensure *Guests* leave the venue by 8.30 am
- Check outside of venue to ensure left tidy.
- Secure the venue by 8.45 am.

HEALTH & SAFETY STATEMENT

Our policy is to provide and maintain, as far as is reasonably practical, safe and healthy working conditions, equipment and systems of work for both Volunteers taking part in and *Guests* using the Snowflake Night Shelter, and to provide such information, training and supervision as is needed for this purpose.

FOOD HYGIENE & KITCHEN SAFETY

The Snowflake Trust is registered with the Food Standards Agency and complies with all relevant guidelines. Volunteers will be expected to maintain the high standards of food hygiene and safety and are requested not to bring in food from home for the Guests.

FIRE SAFETY INSTRUCTIONS

Volunteers need to be aware of the fire instructions for the venue/s they are allocated to. They must familiarise themselves with the procedure in case of fire.

PROCEDURES FOR PREVENTION OF VIOLENCE

Volunteers should read the 'Violence' policy on the website or in the venue folder and should make themselves familiar with its contents.

All Volunteers have an individual responsibility never to put themselves, their colleagues, Guests or members of the public at unnecessary risk.

DRUG & ALCOHOL INFORMATION/PROCEDURES

A copy of the Alcohol and Controlled Drugs Policy is available on the website and is available in the venue folder - Volunteers should make themselves familiar with its contents.

The Snowflake Policy Documents listed below are available on the Snowflake Website and in the folder available in the Venue

Adult Safeguarding

Confidentiality

Conflicts of Interest

Consent for Photos

Data Protection

Drug & Alcohol

Equality, Diversity & Inclusion

Food & Hygiene

Gifts

Guest Agreement

Guest Warning & Banning

Health & Safety

Lifting

Recruitment of Ex Offenders

Violence

Volunteer Grievance

Vulnerable Adults

THE VENUES

SUNDAYS - St Matthews Church Centre, London Road entrance, St Leonards, TN37 6PD

MONDAYS - Cambridge Hall, Cambridge Road , Hastings, TN34 1DJ

TUESDAYS - St Mary Star of the Sea hall, 1 The High Street, Old Hastings, TN34 3EY

WEDNESDAYS - Wellington Square Baptist Church, Wellington Square, Hastings TN34 1BP

THURSDAYS - St Leonards Baptist Church Chapel Park Community Centre, St Leonards, TN37 6HR

FRIDAYS - St Johns Upper St Leonards Church Hall, Brittany Road, St Leonards, TN38 ORD

SATURDAYS - Blacklands Church Hall, Laton Road, Hastings, TN34 2ES

CONTACT US

Please get in touch if you have any questions.

Email: info@snowflake-nightshelter.org.uk

Phone: Project Supervisor 07547 482627

Website: www.snowflake-nightshelter.org.uk

The Snowflake Trust Limited

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