



Derrybeg Farm CSA

Volunteer Policy: Derrybeg Farm CSA

Effective Date: [24/03/ 2026]

Approved by: Derrybeg Farm CSA Steering Group

Purpose

This policy outlines the principles, practices, and expectations for volunteers at Derrybeg Farm CSA. The aim of Derrybeg Farm Community Supported Agriculture is to integrate community and agriculture in a mixed, biodiverse, sustainable and environmentally responsible farm, managed for the benefit of everyone involved. Volunteers are essential to fulfilling our mission.

Scope

This policy applies to all individuals who offer their time and skills without financial compensation to support the activities, programmes, and operations of the Farm.

Volunteer Philosophy

The Farm values volunteers as key partners in our mission. We believe that meaningful volunteer opportunities:

- Support mixed, biodiverse, organic and sustainable agriculture that respects the earth and the people involved.
- Pioneer an economic model based on mutual benefit and shared risk and ensure that the farmer(s) have a decent livelihood.
- Encourage participation, collaboration and practical involvement of the farm community members on all levels.

Eligibility

Volunteers must:

- Be 18 years and over
- Complete an informal interview process by way of meeting the farmer onsite
- Fill out the Volunteer application Form
- Attend a brief **orientation and safety training** on their first day
- Be able to perform assigned tasks safely, with or without direct supervision.
- The Steering Group and / or farmer reserves the right to not accept a volunteer application.

Volunteer Roles

Volunteer opportunities include, but are not limited to:

- **Field Work:** Planting, sowing, weeding, harvesting.
- **Distribution Support:** Preparing CSA shares for weekly distribution.
- **Education & Outreach:** Assisting with workshops, farm tours, or school visits, if appropriate.
- **Special Events:** Helping with community days or events.

Training and Supervision

- All volunteers will receive orientation and safety training appropriate to specific tasks.
- Volunteers are supervised by the farmer.
- Volunteers should seek clarification whenever uncertain about any task or safety issue.

Code of Conduct

Volunteers are expected to:

- Act respectfully toward the farmer, Steering Group, farm members, other volunteers or visitors.
- Follow all safety procedures and instructions.
- Refrain from harassment, discrimination or use of illegal substances.
- Represent the Farm positively and in alignment with our mission and values.
- Maintain confidentiality regarding any sensitive information they may access.

Health and Safety

- Volunteers must wear appropriate clothing and closed-toe shoes.
- Exercise correct use of tools and exhibit manual handling best practice at all times.
- Safely store all tools & items when finished.
- Take rest breaks & water breaks when needed.
- Any injuries or unsafe conditions must be reported immediately to the farmer.
- The Farm is a drug- and smoke-free environment & any breach of this policy will result in ending the volunteer agreement

Scheduling and Attendance

- If part of a volunteer scheme, regular attendance and reliability are appreciated. Use the farm's scheduling process and notify in advance if unable to attend.
- For ad-hoc volunteering, please sign up using the more informal scheduling (such as Whats App).

Insurance and Liability

Volunteers are **not employees** and are not covered by workers' compensation. Volunteers are covered under the Farm's **general liability insurance** for authorized activities during farm opening hours. Volunteers are not covered out of hours. All volunteers must sign a **Volunteer Disclaimer** before participating.

Recognition

The Farm celebrates and acknowledges volunteer contributions through:

- Letters of reference upon request.

Ending Volunteer Involvement

Either the volunteer or the Farm may end the volunteer relationship at any time. Reasons for dismissal may include:

- Failure to follow policies or safety rules.
- Disruptive or disrespectful behaviour.
- Repeated absenteeism without notice.

Policy Review

This policy will be reviewed annually by the **Derrybeg Farm CSA Steering Group** and updated as necessary to reflect the Farm's evolving needs and best practices.

The policy will be published on our web site and communicated to members and potential volunteers.

Revision Control

Description	Owner	Date
Creation of Document	Secretary	24/3/26