



HART'S POLICY STATEMENT – VOLUNTEERS on the AUTISM SPECTRUM, with LEARNING DIFFICULTIES, PHYSICAL DISABILITIES or MENTAL HEALTH ISSUES

HART welcomes **ALL** applicants who share their passion for British wildlife.

Many affected by autism, learning difficulties, physical disabilities or mental ill health find volunteering with HART helpful in the management of their wellbeing. The animals we help do not judge or label humans – they simply respond to kindness, gentleness and empathy. Qualities many people possess, regardless of any “label” they may find attached to them.

We encourage people on the autism spectrum, with learning difficulties, physical disabilities or mental health issues to disclose this on their application form. They can then let HART know if there is anything it can do to ensure they get the most from their volunteering experience.

HART will make reasonable adjustments to accommodate those affected by autism, learning difficulties, physical disabilities or mental ill health. Although, in some instances, it might be in the best interests of the applicant and HART, for some people to be restricted from certain tasks.

Anything you disclose will be treated in confidence by HART's Volunteer Coordinator and Hospital Manager. It is up to the individual applicant to decide who else they tell at HART. However, if there is something we need to do to enhance the applicants experience, we may need, with the applicant's permission, to inform others at HART of the need for any special arrangements.

Policy Owner – Chair of Trustees

Policy Manager – Hospital Manager and/or Volunteer Coordinator

This policy will be reviewed

- a. A year after it is published and every three years thereafter*
- b. When there are changes in legislation and/or government guidance*
- c. If there are any other significant change or event*