



Voluntary work for people with neurodivergence, learning disabilities or who lived in care

What helps, what gets in the way



In Autumn and Winter 2025 Norfolk and Waveney ICB and Voluntary Norfolk ran a project about voluntary work.

Opening Doors, Fen Zen, Nansa and Break were charities who took part.



Projects looked at how some groups of people find getting voluntary work.

These were neurodivergent people, people with learning disabilities and people who have been in care.



This is an easy read report about what the projects found out.



What we found out

Things which help remove barriers to volunteering



Good person-centred support from someone the volunteer trusts.



Help with practical things like transport, money, food and drinks.



Meet to build up trust before someone starts voluntary work.



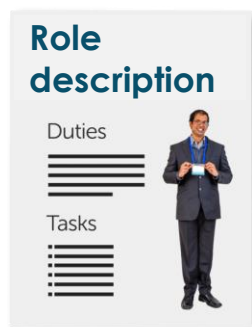
Make sure the organisation is ready so train people to understand trauma, neurodivergence and what people who lived in care need.



Build in extra time to work together and coproduce things.



Make sure to offer chances for people to **volunteer with their friends**.



Give clear information and instructions about what the role is and what the duties are.



Explain the benefits of volunteering for the volunteer so people see the skills they are learning and how they can use them in the future.



Provide equipment and adjustments to help people achieve safely.



Give time and space for social events to help people make friends and build relationships.



Make sure volunteering is enjoyable by thinking carefully about what things you offer for people to do.



Explain how their voluntary work helps the wider community be clear about the difference volunteers make.

For more information from this report please email



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To find out about the Volunteering For Health programme



<https://www.getinvolvedskills.org.uk/get-involved-innovation-fund>



<https://www.norfolkandsuffolk.icb.nhs.uk/careers/volunteering/health/>