



HISTORIC
ENVIRONMENT
SCOTLAND

ÀRAINNEACHD
EACHDRAIDHEIL
ALBA



Volunteering with Historic Environment Scotland

A modern, collaborative celebration of unique contributions



Event volunteers at 'Rock of Ages', Dumbarton Castle.

Historic Environment Scotland (HES) is an **Investing in Volunteers** accredited organisation. We are committed to offering a volunteering programme that matches individuals' and groups' motivations, such as:

- sharing skills, experience and talents
- learning new skills
- meeting new people
- gaining confidence
- simply having fun.



Pictured: Conservation volunteers with a Ranger in Holyrood Park.



Volunteers give time, energy, skills, and experience to support our work – they play an important role in looking after our rich heritage.

People giving their time freely to volunteer with Historic Environment Scotland is a privilege for our organisation and we aim to provide an excellent experience. We are committed to tackling barriers to grow modern, flexible, and trusting connections that respect skills, life experience, and creativity.

Pictured: An international student with volunteers at the Engine Shed.



The benefits of volunteering

We know that every individual is motivated to volunteer for different reasons and has their own interests. We will strive to match these varying motivations and provide new opportunities for development where we can.

Through volunteering with us, you could access the knowledge base of our friendly and enthusiastic colleagues, meet like-minded people,

enjoy new social occasions and, above all, know that you are contributing as a valued member of 'Team HES'.

We recognise and celebrate the contributions and achievements of our volunteers. Examples include free access to our paid attractions, group outings and gatherings, concert and performance ticket giveaways, and participation in award programmes.



Access & Understand



Wellbeing & Fun



Skills & Experience



Ideas & Creativity



Learn & Reflect



Share & Collaborate



Pictured: Volunteers attending The Who concert at Edinburgh Castle for Volunteers Week.

Hear from our volunteers

"Volunteering has been an incredibly rewarding experience. It opens a window for me, a retiree and newcomer to Edinburgh, to better know the city, meet people, and do things I enjoy doing. Once, I was even gifted a seat at The Lumineers concert in a box reserved exclusively for HES volunteers. What a delightful surprise!"

Joyce Leong, Visitor Connector

(Pictured with fellow volunteers Susana and Iain at The Lumineers concert at Edinburgh Castle.)



Visitor Experience



Events

"I enjoy seeing people enjoying themselves and I like to come along and support people. I try my best to let them go away with a good experience and hopefully they come back again."

Ronnie Dukes, Event Volunteer

(Pictured at Spectacular Jousting, Linlithgow Peel.)

"My experience of volunteering? It's been incredibly useful for me. It didn't just help my career, it really just helped my own mental health, my own sense of place, and it was such a brilliant experience."

Lawrence Murphy, Assistant Ranger

(Pictured in Holyrood Park.)



Conservation

Our commitment

What volunteers can expect from Historic Environment Scotland:

1. We are **committed** to following the key principles of the Volunteer Charter, which was developed through a partnership with Volunteer Scotland and Scottish Trade Unions Congress.
2. We provide volunteers with **opportunities** to get involved in well planned projects and activities, offering support and supervision throughout the experience.
3. We **respect** personal decisions relating to frequency of volunteering and understand that time is given freely and without obligation.
4. We make every reasonable effort to make sure that activities are risk assessed and **all levels of risk are controlled** so far as is reasonably practicable. Volunteers are covered by our insurance.
5. We provide relevant **training** to ensure volunteers feel competent to carry out their roles.
6. We aim to be as **inclusive** as we can and will consider any adjustments we can reasonably make to accommodate individual health and wellbeing requirements.
7. We maintain regular **communication** to ensure volunteers are getting the most from the role.
8. Volunteers have the right to **discuss any concerns** resulting from volunteering with our management team. If required, concerns may always be raised at a higher level than that of volunteer coordinators, such as our Human Resources Department.
9. We **reimburse** volunteer expenses.

Pictured below, from left to right: Event volunteers at 'Amazing Ages', Fort George; A community archaeology volunteer unearthing objects from the past; Volunteers surveying Glasgow landmarks as part of Scotland's Urban Past project; A Visitor Connector leading a sewing activity at Stanley Mills.

View the
Volunteer Charter



What could I do?

There are lots of ways to volunteer with HES. We offer a wide range of opportunities through **regular volunteering**, **session volunteering** and **micro-volunteering** programmes – it's easy to join in, whatever your interests or level of availability.

We also support volunteering through **community partnerships** such as friends groups, societies, and youth projects such as the Police Scotland Youth Volunteers. We recruit volunteers across our organisation throughout the year.

You don't need a background in history to volunteer with us – enthusiasm and an appreciation of our work is more important.



Pictured above: Police Scotland Youth Volunteers at 'Spectacular Jousting', Linlithgow Peel; Pictured right: (Top) An outdoor volunteering event; (Bottom) Volunteer, Alan Miller with Works Manager, John Marr at Melrose Abbey.





Community
Archaeology



Digital



Conservation



Forums
& Groups



Musician



Events



Archives



Visitor
Experience



Gardener



Youth
Volunteering



Climate
action



Micro
Volunteering

Regular volunteering

is recurring and ongoing, with time commitments agreed between the volunteer and the volunteer coordinator.

Regular volunteers help us in a wide range of roles, including:

- event volunteering
- as visitor connectors who engage with visitors in various ways, such as meeting & greeting, leading activities, or co-creating and delivering guided tours
- playing a musical instrument.

Session volunteering

is recurring or fixed term, and takes place at set times under the supervision of Historic Environment Scotland staff.

For example, session volunteers can:

- take action for nature with our Ranger Service
- take part in biodiversity surveys and practical conservation, such as invasive species removal and habitat maintenance
- participate in community archaeology.

Micro-volunteering

refers to easy-to-access, no-commitment, in-person or digital tasks that take about 30 minutes or less to complete.

You can get involved in micro-volunteering on an ad-hoc basis without making an ongoing commitment – you can take part from anywhere using a smartphone, or help out in person.

Opportunities include:

- taking part in Monument Monitor
- undertaking beach cleans and litter picks at participating sites
- engaging digitally with the National Record of the Historic Environment.

Learn about
Monument
Monitor



Pictured below, from left to right: A practical conservation group volunteering in Holyrood Park; A Visitor Connector volunteering at Jedburgh Abbey.



Pictured below, from left to right: Micro-volunteering with Monument Monitor; Micro-volunteering for a beach clean next to Blackness Castle.



How do I get involved?

You can get involved in **micro-volunteering** right away! For **session volunteering** opportunities, the volunteer coordinator will arrange a chat with you to discuss the role and associated activities before you begin.

For **regular volunteering** opportunities, there is no application form as a first step. Instead, we offer optional taster sessions to give the opportunity to visit the location, meet the team, and learn more about the organisation and role. This allows a personal judgement that you are happy with the physical requirements and

time commitment, as well as an opportunity to discuss anything in confidence so we can understand personal needs or adjustments to be considered. If you have childcare or caring responsibilities, or would like someone to support you, you are welcome to bring them to the taster session.

Becoming a regular volunteer

At this time, regular volunteers must be 18 or over, eligible to volunteer in the UK, and meet Basic Disclosure Scotland requirements (we reimburse Disclosure costs). Not all disclosed information is prohibitive and can be discussed in confidence.

We offer induction and training for all volunteers so people feel confident with the following skills:

- To be approachable and enthusiastic.
- To be able to take and act on instructions, including health and safety procedures.
- For public-facing roles, are comfortable communicating with our diverse audiences and are confident and happy to initiate conversations and provide directions and guidance as required.

If you enjoy the taster session or initial chat, we will invite you to meet with us to get to

know you better. There will be no surprise questions – we are keen to hear about any aspect of your life experience.

To ensure you will have a safe and enjoyable experience volunteering with us, we would like to learn:

- Why you are interested in volunteering with us.
- About a personal achievement or project that you are proud of.
- About a time you contributed as part of a team.
- About an example of how you communicate and engage with others.

Pictured below, from left to right: Event volunteer at 'Spectacular Jousting', Linlithgow Palace; A volunteer musician at Duff House.



Ready to volunteer with us?

View our volunteering opportunities and learn how Historic Environment Scotland supports volunteering in the heritage sector



You can also email us at volunteering@hes.scot

Want to learn more about volunteering in Scotland?

Historic Environment Scotland is a partner in the **Make Your Mark in Volunteering** campaign, which aims to increase the number and diversity of heritage volunteers in Scotland. Over 90 organisations around Scotland have joined so far.

Pictured below: Volunteers from across the heritage sector, showing a small selection of the kind of roles available.

Find volunteering opportunities with member organisations around Scotland through the **Make Your Mark** website



You can also find volunteer opportunities and support centres in your area through the **Volunteer Scotland** website





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