

DEDICATED TO NATURE?



*Become a Volunteer
Nature Reserve Warden.*

Find out more at: [www.teeswildlife.org/
volunteer-warden](http://www.teeswildlife.org/volunteer-warden)

Thank you for taking an interest in volunteering with us at **Tees Valley Wildlife Trust (TVWT)**. We are looking to recruit **Volunteer Wardens, Assistant Wardens, and Volunteers** for the **nature reserves** we manage across Teesside: from The Howls, near Hartlepool in the north, to Saltburn Gill Site of Special Scientific Interest in the south of the region. If you can **dedicate at least one day a month**, and have the **passion** to make positive changes happen, **we'd like to hear from you**.

Reserve Warden

The Reserves Warden roles are central to the organisation and day-to-day running of the volunteer groups for each nature reserve. The successful candidate will need to be a friendly communicator, with an interest in the natural world, and a willingness to follow the instructions of the Reserves Manager or other members of Tees Valley Wildlife Trust staff.

You will work with the Assistant Warden, and Reserves Volunteers, to conduct site assessments and report your findings to the Reserves Manager. These will inform the various regular tasks we'd like you to arrange and undertake. Basic risk assessing will be necessary in this role. We will provide you with any necessary training and equipment.

The Reserve Warden will need to commit at least 1 day per month to the role (the day to be arranged in consultation with the Assistant Warden).

Assistant Warden

The Assistant Warden role will support the Reserve Warden, accompanying them on site visits, and helping them with the organisation and running of the volunteer group, as well as filling in for the Reserve Warden when necessary.

The Assistant Warden will need to commit at least 1 day per month to the role (the day to be arranged in consultation with the Reserve Warden).

Reserve Volunteer

Reserve Volunteers will work under the direction of the Warden and Assistant Warden.

Reserve Volunteers are free to offer what time they can to the activities on offer.

Contact us if you have any questions

info@teeswildlife.org

01287 636382



**Tees Valley
Wildlife Trust**

Regular Activities

Working on the Reserves Volunteer teams you will undertake many of the vital routine maintenance tasks that keep a nature reserve in a healthy condition. These activities will be somewhat different depending on the nature reserve, and will vary throughout the year. The following are a guide to what you might reasonably be expected to do:

Litter picking

Not the most glamorous of tasks, but crucial to a healthy habitat for wildlife, as well as an appealing visitor experience - bringing more hearts and minds to the cause of creating a thriving natural world.

Site surveys

We need regular updates on any management that needs to be done. This might be spotting that a gate needs repairing or replacing, or that a tree has fallen across a path and needs clearing.

Ash dieback monitoring

Many of our wooded sites have been affected by ash dieback, and you can be instrumental in our strategy to create an effective and strategic response.

Species & habitat surveys

These are crucial to our understanding of how our habitats are responding to such impacts as climate change and to direct our efforts where they are needed.

Clearing paths

During the growing season we often have the challenge of keeping footpaths safe and passable.

Reporting crime

We will never ask you to put yourself in danger or expect you to deal with aggressive members of the public. Instead, we'd ask that you remove yourself and any other group members to a safe place before calling us or the relevant authority.

Engaging with the public

Not only is this a great way to educate the public about what we do, but it can also be a great way to increase membership which, in turn, creates unrestricted funding for our work.

Helping on projects

We have several different funded projects running alongside our regular nature reserve management, like our coastal 'Ambassadors' initiative, which is helping people be responsible dog owners and protecting wildlife from disturbance. We'd like to roll this out on the nature reserves, and you can help make that possible.

We'll give you the training and equipment necessary to face these challenges safely and professionally.

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Wardening Polcies

The following set out what you can expect from us and what we will expect from you.

1. TVWT operates an equal opportunities policy and believes in reducing the barriers to volunteering. Volunteers assigned to a particular role will be placed based on their ability and suitability to carry out the required tasks. If TVWT is unable to accommodate a volunteer, then some assistance will be given to find alternatives.
2. An initial screening of application forms will aim to generate a shortlist of applicants for all roles on each nature reserve. We cannot guarantee that all applications will be successful. If you do not hear from us, please take it that you have not been successful. If you would like to be added to our volunteer waiting list, please submit a Volunteer Application form, which can be found on our website: www.teeswildlife.org/how-you-can-help/volunteer/
3. Selection of the Reserve Warden, Reserve Assistant, and Reserve Volunteers will be conducted by the Reserves Manager, and their decision is final.
4. If you are not willing to undertake the role you are offered, we may not be able to offer you an alternative.
5. Applicants must be over the age of 18 at the time of application.
6. If an offer is made, and accepted, but you later decide you want to stop volunteering in the assigned role, please let the Reserves Manager know as soon as possible. The role will be reassigned. We may be able to offer an alternative role, but this is not guaranteed.
7. Questions or concerns, at any time, can be made via email to the Reserves Manager. Complaints can either be made to the Reserves Manager or People & Reserves Manager, by email or in writing.
8. The Reserves Manger will aim to meet shortlisted candidates for each nature reserve on site, to discuss the aims of management on the site and to inform final selection for each role. The Reserves Manager may arrange a short work activity to get a better appreciation of candidates and their abilities.
9. No experience is necessary, and all abilities are welcome. The only requirements are: you must be willing and able to use your own transport to get to and from site; you must be capable of safely navigating around the reserve under your own power; you must be willing to work with others; you must be willing to use your own mobile phone for emergency calls, calls to the Tees Valley Wildlife Trust, and for taking photos for reporting or use in TVWT publications.
10. You must be willing to transport light tools and equipment (litter pickers, loppers, etc.) in your vehicle for the purposes of conducting management activities. TVWT takes no responsibility for any damage caused in packing and transporting this equipment, but you do have the right to refuse to transport tools and equipment at your discretion.
11. Volunteers working with TVWT are covered by the Trust's insurance policies whilst on TVWT premises and/or actively engaged in TVWT business or activities, providing they follow Trust policies and procedures and any instructions or guidance provided by TVWT.
12. TVWT expects staff and volunteers to work together in a positive, respectful and accountable manner. Any issues of concern relating to volunteers and volunteering, from a volunteer or staff member, should be addressed to their supervisor or the People & Wildlife Manager.
13. Breaches of conduct e.g. unacceptable behaviour may lead to action being taken in accordance with our procedures.
14. Reserve Wardens, Assistant Wardens and Volunteers will be expected to make TVWT staff aware of when they are on site and when they have left site. This can be done by calling: 01287 636382. All activities, unless individually agreed with the Reserves Manager, should take place between the hours of 9am and 3pm weekdays. This ensures TVWT staff are available to deal with any emergencies arising from the activities of the Reserve Wardening groups and lend support if required.

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