**Who Are Crew?**

Crew is a multi-award-winning national charity, based in Edinburgh, at the forefront of tackling new

and emerging trends in substance use.

**Our Mission:** Crew exists to reduce harm, challenge perceptions and help people make positive

choices about their use of cannabis, stimulant and other drugs and sexual health by providing

non-judgemental, credible and up to date information and support.

**Our Position:** We neither condemn nor condone drug use, we seek to provide people with the

information they need to reduce harm.

**Mission:** “To reduce drug and sexual health related harms and stigma, improving mental and physical health without judgement”

**Our Values:**

* Accepting: “non-judgemental, unconditional positive regard”
* Genuine: “being genuine and real with each other”
* Empathic: “walking in someone else’s shoes as if they were your own”
* Justice-focussed: “acting to change the balance of power towards justice, equality and human dignity”
* Accountable: “we trust in our courage to own mistakes and learn from them; we are realistic about what we commit to do, and we do it”

***Strategic Priorities:***

1. **Visibility and influence** – raise public awareness of Crew and our specialist expertise so that we develop our reputation as a trusted source of information, support and advice around reducing drug related harm in Scotland and beyond; effectively influence policy, legislation and practice.
2. **Inclusiveness and social justice** – be an accessible and inclusive community hub and a strong advocate for social justice and challenging stigma; widen access to our services and put the voices of people who come to Crew at the heart of service development.
3. **Communications and digital** – maintain and improve our online and physical resources and support; develop a stronger social multi-media presence targeted in particular to young people and decision-makers.
4. **Fundraising and income generation** – identify new sources of income, including digital fundraising, and increase our unreserved funds to further our mission.

**History:**

Crew emerged in the early 1990’s when a group of education specialists, drug workers and

volunteers involved in the dance scene got together and set about providing advice and

information around safer dancing to their fellow ravers. This group of ‘loved up club bunnies’

wanted to make it a safer and more enjoyable experience for the large amounts of young people

attending unlicensed and club-based events every week. Adopting a harm reduction and risk

minimisation approach, they carried out action research, trained themselves and volunteers as ‘peer educators’ and engaged with young people who were already using drugs around the dance scene.

Funding was sought to continue the work and the organisation has grown over the years, gaining

a paid staff team and Drop-in shop premises on a busy central Edinburgh Street. Crew has retained the peer education ethos which characterised its early years and much of the face-to-face services are still provided by trained volunteers, often involved in dance and other party scenes themselves.

Volunteers are also represented on the Board of Directors and are closely involved in steering the work of the organisation, harm reduction information production, organising events and DJ workshops.

**Management:**

Crew is a company limited by guarantee and has a voluntary Board of Directors, made up of

around ten people at any one time, who are accountable for the organisation and its performance.

Most day-to-day decisions are made by Crew staff and volunteers, but strategic direction, financial

management and other key management issues are dealt with at Board level. The Board is made

up of people who support our non-judgemental harm reduction approach and who possess the right skills and experience to help us with our work.

**Where Volunteers Enhance Our Work:**

**The Drop-in**

Located on Cockburn Street in Edinburgh’s Old Town, the Drop-in, with a team of staff and volunteers, opens six afternoons a week, offering a free text call-back service and Digital Drop-in via email or Instagram Direct Messages and supports, on average, 4,000 people, the majority aged 12-25, each year by providing free, non-judgemental information, advice, Brief Interventions and support around drugs and sexual health.

**Nightlife Harm Reduction**

Whenever possible, Crew works in the club and festival scene to reduce harm. Our work ranges from short 'pub runs' (handing out basic drug information to people in local pubs) to providing information and chill out spaces dance events and festivals This can involve giving out water to clubbers, ‘roaming’ (looking out for people who may be experiencing negative effects from drugs), providing advice or support to those who need it, looking after people in our chill out area and monitoring and people in our welfare/crisis area, liaising with paramedics and other services as necessary.

This can be a difficult area to work in, especially if a volunteer is in recovery from their own

drug use. This can be discussed and reviewed throughout a volunteer’s time at Crew –

volunteers are encouraged to set realistic boundaries to protect their own well-being, and additional support from staff is available when required.

**Training**

Crew provides volunteers with compulsory induction training as well as optional continuing

professional development training throughout the year. We encourage every volunteer to take advantage of as many training opportunities as possible: it helps to enhance your CV and, more importantly, your knowledge and experience to the benefit of everyone you work with at Crew.

 Staff also deliver training and workshops to youth groups and professionals across Scotland.

Volunteers can become involved in delivering training and workshops if this is a skill they wish to

develop. Staff will work closely with volunteers to help them develop the skills needed to plan and

deliver such events.

**Volunteer Involvement**

Crew is committed to involving volunteers in improving and developing services and to seeking

and acting on feedback from volunteers on their experiences of volunteering with Crew. This is

done through volunteer forums, debriefs after outreach events and seeking feedback on a one-to-one basis. Volunteers are encouraged to come up with new ideas, to identify training needs and to

share their views and opinions on what Crew is doing well and what could help it to develop and

improve.

**Drug Counselling and Recovery Support**

Crew offers one-to-one counselling sessions for anyone affected by their own, or someone else’s,

problematic drug use where stimulant drugs are the main drug that is causing concern and harm. We are not an abstinence-focused service, instead we encourage clients to identify and work towards their own goals, which may be to stop, reduce or stabilise their drug

use.

Due to the nature of the counselling environment, volunteers are not involved in this area of

Crew's work. Those interested in support work and developing a therapeutic relationship may be

interested in training in motivational interviewing, helping deliver outreach services or contributing to our online harm reduction resources.

We also offer other therapies including ear acupuncture and guided meditation, and connect

clients to peer support groups where they can share experiences and coping strategies helpful in

continuing recovery.

Our ear acupuncture sessions, delivered by trained and qualified practitioners, can help people

deal with cravings, anxiety and/or sleeplessness as a result of drug use or withdrawal. These

sessions can occasionally be open to volunteers during their time at Crew, depending on the level

of demand for the service.

**What Would We Like From You?**

We are looking for volunteers to:

 share their enthusiasm and energy

 maintain an open minded, non-judgemental and empathetic approach

 demonstrate good communication skills, both face-to-face and online

 participate in all core induction training sessions

 work at least one Drop-in or Nightlife Harm Reduction session a month, preferably 2 or more

 engage in ongoing support and development, attending one support and supervision

session every three months and volunteer forums whenever possible

 helping with recording visits and activities to keep statistics up to date

**What’s In It For You?**

In return, we provide:

 travel and lunch expenses

 good quality training

 support and supervision to help you to reach your goals

 regular social events

 the opportunity to develop skills, learn new things and build your CV

 opportunities to meet new people

 opportunities to help and support people and give back to communities

**Your Commitment**

As mentioned above, volunteering at Crew requires enthusiasm and commitment. We ask everyone volunteering to work a minimum of one activity or shift per month (for example a four-hour Drop-in shift or Nightlife Harm Reduction event) and more if possible.

When induction training is complete there is a two-month settling in period where new volunteers

shadow staff and existing volunteers. A minimum of two ‘shadow shifts’ should be completed

during the settling in period. At this stage you always have someone else working with you,

allowing you learn from others and build up experience and confidence. This also gives time for

PVG checks and references to be returned.

We also expect volunteers to attend regular support and supervision sessions. All volunteers are

assigned a staff member as supervisor. They will contact you to arrange a first session during

your settling in period. This allows you time and space to speak about your volunteering at Crew,

including about any issues you are having and any training or additional support you would like. It

is also an opportunity for you to receive feedback on how you are doing and to discuss any goals

you want to work towards in the future.

We also ask you to attend quarterly volunteer forums whenever possible. These are a chance to

discuss, plan and review work, and often involve short training input. Volunteers are encouraged

to identify relevant topics and to share their views and opinions about whatever they think is

important.

Volunteers can keep up to date with what’s going on at Crew through reading our brief weekly email bulletins.

**What We Expect:**

 Never turn up to work at Crew under the influence of drugs or alcohol.

 Read Crew’s Volunteer Policy and other relevant policies and procedures, and ask if

anything is unclear. We can talk through these with you if that’s helpful - please let us know!

 Claim back any reasonable expenses, including for travel and lunch costs. (We ask

you to keep receipts and give them to us as soon as possible. We will generally reimburse the value of the cheapest travel option.

 Never speak to any media outlets about the work you do at Crew. (We have people who

are trained to deal with the press.)

 Always raise any concerns you have. We will always respond to any feedback, work with you

to address any problems and help you to have as positive an experience at Crew as possible.

**How to Get Started**

If you’re interested in volunteering for Crew, and know you have the time to commit, then the next

steps are to:

* complete the form on the website, submit it or send a word version to admin@crew2000.org.uk OR
* pick up an application form (available from the Drop-in Shop on Cockburn Street
* complete and return the form by hand, email or post

 Once received, we’ll let you know when the next volunteer intake is. These happen twice a year,

usually Spring and Autumn. You will then be invited to Crew for an interview with a member of

staff. If successful, you will be expected to attend all induction training dates. (This is really

important as we need to make sure volunteers have the necessary skills and knowledge to

undertake the work, and often can't run catch up sessions.)

 As our work can involve working with vulnerable young people and adults, all volunteers must

complete a PVG application (a criminal background check). If you have a criminal record, this

does not necessarily mean you cannot volunteer for Crew: any current or spent convictions are

considered on a case-by-case basis and you will be invited in for a chat to discuss this further.