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BUILDING A SAFE, JUST
AND TOLERANT SOCIETY

Youth offender panel volunteers in England and Wales Dec 2002

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The views expressed in this report are those of the authors, not necessarily those of the Home Office (nor do they reflect Government policy).

Youth offender panel volunteers in England and Wales, December 2002 by Fiona Biermann and Abigail Moulton

Key findings

- There were over 5,130 fully trained youth offender panel volunteers on 31 December 2002.¹
- 139 YOTs responded to surveys in both June and December 2002. The number of panel volunteers in these areas rose by 21 per cent.
- Sixty-five per cent of panel volunteers were female.
- Those aged over 65 were under-represented amongst panel volunteers.
- Black groups were a little over-represented.
- Most members sat on a panel between once a week and once a month.
- YOTs reported few problems with turnover of panel volunteers, although there were some difficulties with recruitment in some areas.

Introduction

The 1998 Crime and Disorder Act placed restorative principles at the heart of the youth justice system in England and Wales. All first time young offenders (aged under 18) who pleaded guilty, were convicted in court and did not receive an absolute discharge, hospital order or a custodial penalty, would be dealt with by way of a referral order. This order was designed to involve members of the local community in working with offenders and victims to resolve the harm resulting from the offence. Referral orders were piloted in 11 YOT areas in England and Wales from Summer 2000, and rolled out nationally in April 2002. The offender, along with their parent or carer, meet with a youth offender panel consisting of a Youth Offending Team worker, at least two volunteers from the community and sometimes the victim of the crime. The Home Office is committed to encouraging volunteers to play a greater role in civil society, to create stronger, more active and cohesive communities.

The role of the community volunteers sitting on youth offender panels is to represent the views of the wider community, and it is therefore important that they are representative of those communities. Research examining the referral order pilots found that in the initial recruitment of panel members in the pilot areas, ensuring that volunteers were representative often took second place to the need to recruit enough panel members to start on time. The research also found that areas were subsequently targeting particular sections of the community thought to be under-represented previously.²

This report summarises the findings from a survey of all volunteers sitting on panels in England and Wales. The first survey was carried out in June 2002, and in December 2002 information on youth offender panel volunteers was collected for the second time.³ All 155 YOTs were asked to provide information about the volunteers, such as age, gender and other demographic information in order to monitor who was volunteering and whether all groups are represented.⁴ The survey also asked about recruitment and turnover. In December 2002, 149 responses were received in time to be included in the analysis. This is an overall response rate of 96 per cent.

This report presents the findings of the survey and attempts to give an indication of the representativeness of the youth offender panel volunteers by comparing them with 2001 Census figures where they are available. The report only uses the Census figures at a national level, however there is likely to be significant regional variation in some cases. The YJB and individual YOTs may also feel that there are reasons for over representing some groups when selecting volunteers; for example, guidance issued to YOTs suggests that young people should be particularly encouraged.

In order to see whether the make-up of youth offender panel volunteers has changed at all over time, the report compares some of the findings with those from the survey carried out in June 2002. This may help identify whether previously under-represented groups are being successfully targeted.

¹ Youth offender panel volunteers are members of the community who sit on youth offender panels, working with offenders given referral orders.

² Newburn et al (2002).

³ The Home Office Research, Development and Statistics Directorate collected and analysed this information on behalf of the Youth Justice Board.

⁴ The questionnaire used can be found in Appendix 1 of this report.

The report also makes comparisons between community volunteers and the lay magistracy. Lay magistrates are an established element of community involvement in criminal justice, and can therefore be seen as a yardstick by which the success of youth offender panels can be measured.

Total number of youth offender panel volunteers

Recruitment of youth offender panel volunteers began in Summer 2000 for 11 pilot areas and just over a year later (in Autumn 2001) for the remaining YOTs.⁵ Applicants complete a written application form and are Criminal Record Bureau (CRB) checked. The length of the application process varies from area to area. After an initial introductory day, training consists of a six-day course. YOTs may not always have positions available for members of the community and they may be put on a waiting list.

Overall, on 31 December 2002, there were 5,130 panel volunteers who had completed training and were sitting on youth offender panels in the 149 YOTs that responded in time to the survey.⁶

The numbers of volunteers in individual YOTs ranged from nine to 143 panel volunteers. In June 2002 the total number of volunteers in 144 YOTs stood at 4,027.⁷ One hundred and thirty nine YOTs responded to both surveys. The total number of volunteers in these 139 rose from 3,969 in June to 4,821 in December, an increase of 21 per cent.⁸

Including a further 2,009 people who were in or awaiting training at the end of 2002, eight months after referral orders were implemented nationally, the total number of volunteers in the 144 YOTs that responded stood at 7,139.⁹

Who volunteers to be a youth offender panel member?

Gender

Of the volunteers sitting at the end of December 2002, 65 per cent (3,356) were female and 33 per cent (1,704) were male.¹⁰ Females were over-represented on youth offender panels compared with the general population (52% female, according to the 2001 Census).

A comparison has been made in Table 1 with the general population¹¹, the lay magistracy and the results from the initial sweep of the survey in June 2002.

Table 1 Gender of youth offender panel volunteers, lay magistrates and the general population

	Census 2001 %	Lay Magistrates 2001 %	Youth offender panel volunteers June 02 %	Youth offender panel volunteers Dec 02 %
Female	52	49	65	65
Male	48	51	35	33
N	40,237,997	28,735	4,027	5,130

NB: Youth offender panel volunteers Dec 02 – 1% unknown

Table 1 shows that lay magistrates were much more similar to the general population in terms of gender than youth offender panel volunteers. Five YOTs commented that they “had found it difficult to recruit male volunteers”.

The gender distribution of youth offender panel volunteers has remained almost the same since June 2002, when out of a total of 4,027 panel volunteers, 65 per cent were female (2,629) and 35 per cent male (1398).

The Home Office Citizenship Survey 2001¹² found that males were most likely to volunteer in the area of sports and exercise. Females, however, were most likely to volunteer in areas relating to children and young people, such as education and schools. Their over-representation amongst youth offender panel members is consistent with this.

⁵ Starting recruitment in Autumn 2001 for non-pilot YOTs was only a recommendation, some will have started later, up until about January 2002.

⁶ All figures contained within this report are based on these 5,130 volunteers, from 149 YOTs (unless otherwise stated). The six YOTs that did not reply in time have been excluded from the analysis.

⁷ When December 2002 figures are compared with June 2002 figures it is important to note that the December 2002 figures are based on returns from 149 YOTs whereas the June 2002 figures are derived from 144 YOTs.

⁸ Six YOTs did not respond in time to be included in the main analysis. Examination of the population shows that these areas are similar in age and gender distribution to the population in England and Wales as a whole. There is some difference in terms of ethnicity, discussed further later in the report, but generally in the authors' opinion the absence of data for these areas does not affect the overall reliability of the results.

⁹ It must however be noted that it is likely that a number of those in training will drop out before becoming fully trained and sitting on panels.

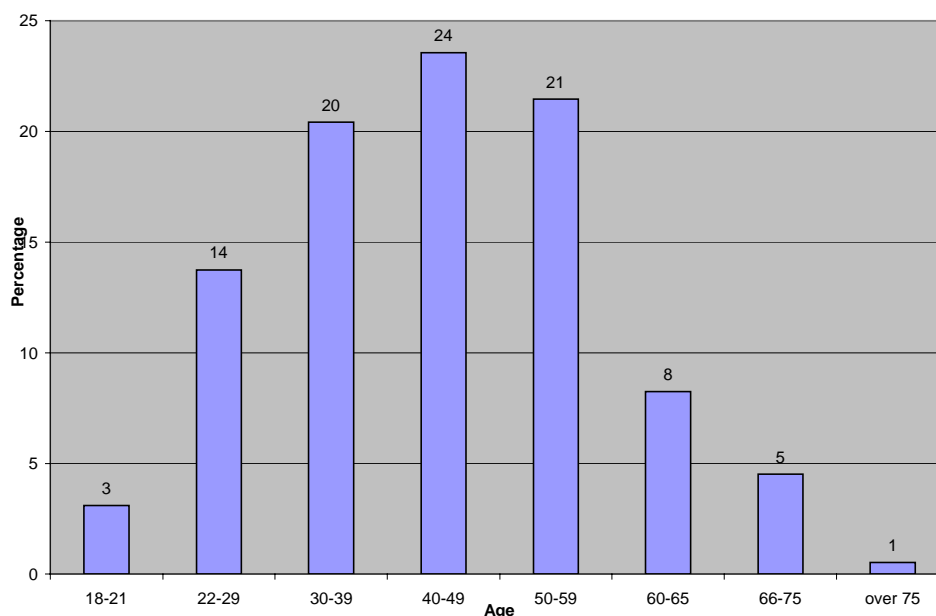
¹⁰ The gender of 70 volunteers (1%) was not known.

¹¹ Those aged 18 and over.

Age

The minimum age at which a member of the community can sit on a youth offender panel is 18. As can be seen from Figure 1, a large proportion of youth offender panel volunteers were middle aged, with the most common age group being 40 – 49. The Home Office Citizenship Survey 2001 found a similar pattern for all volunteers, with 44 per cent aged 35 – 49. In the youth offender panels there were fewer younger and older volunteers, only one per cent were aged over 75.¹³

Figure 1 Age distribution of youth offender panel volunteers



NB: The age of four per cent of Youth offender panel volunteers is unknown

Table 2 compares the distribution with the general population. In many of the age groups, youth offender panel volunteers represented the national spread well. For example there was no difference in percentage of 30- to 39-year-olds and 60- to 65-year-olds. The biggest difference was in the over 75 group, where youth offender panel volunteers under-represented the general population (by 8%). Forty- to 49-year-olds were over-represented in youth offender panels (by 7%). The distribution by age group remains similar to the distribution in June 2002.

Table 2 Age of youth offender panel volunteers and the general population

	Census 2001 %	Youth offender panel volunteers June 02 %	Youth offender panel volunteers Dec 02 %
18 – 21	6	4	3
22 – 29	13	15	14
30 – 39	20	22	20
40 – 49	17	24	24
50 – 59	16	22	21
60 – 65	8	8	8
66 – 75	11	4	5
Over 75	9	<1	1
N	40,237,997	4,027	5,130

NB. Youth offender panel volunteers Dec 02 – 4% unknown, June 02 – 1% unknown

¹² Prime et al. (2002).

¹³ The age of four per cent of community panel volunteers was unknown.

To see whether other volunteers in criminal justice represent the public in terms of age, lay magistrates were once again also compared with the general population. Table 3 shows that the lay magistracy seems to under-represent young groups.¹⁴

Table 3 Age of lay magistrates and the general population

	Census 2001 %	Lay magistrates 2001 %
27 – 39	35	4
40 – 59	47	64
60 – 70	18	32
N	29,032,813	28,735

NB. Occasionally someone in their early 20s is appointed as a lay magistrate (in which case they would be counted in the 27 – 39 category), but this fairly rare.

Amongst magistrates, 27- to 39-year-olds were under-represented (by 31%) and the 40- to 59- and 60- to 70- year olds were over-represented (by 17% and 14% respectively). Although magistrates overall were not representative in terms of age, of the new appointments made in 2000/2001, 19 per cent were aged 27–39.¹⁵ In this case, it would seem that youth offender panel volunteers are more representative of the general population than lay magistrates.

Although, youth offender panels quite accurately represent the age distribution of the general population, guidance issued to YOTs in 2001 suggests that younger volunteers ‘may be particularly well equipped to engage and communicate with young offenders, and to understand their needs and motivation’. The age of panel volunteers varied by area and several YOTs were concerned about under-representation of younger people. One YOT commented that there was a “lack of panel volunteers under 30 with time on their hands to commit”. Another said that they “continue to experience difficulty in recruiting younger volunteers”. With youth offender panels dealing exclusively with young offenders, YOTs may feel that volunteers from the younger age groups would be better suited to sitting on the panels.

Ethnicity

Eighty-six per cent of volunteers were ‘white’, seven per cent were ‘black’ and three per cent were ‘Asian’. A graphical illustration of the distribution is shown below in Figure 2.

Figure 2 Distribution of youth offender panel volunteers by ethnic group

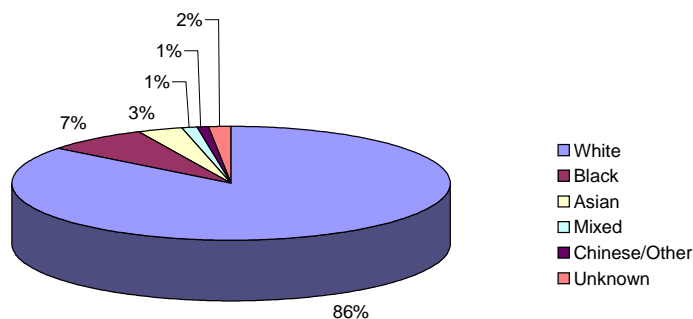


Table 4 below details the distribution by ethnic group of youth offender panel volunteers in December 2002, compared with the distribution in June 2002, the general population, and lay magistrates.

Table 4 Ethnic group of youth offender panel volunteers, lay magistrates and the general population

	Census 2001 %	Lay magistrates 2001 %	Youth offender panel volunteers June 02 %	Youth offender panel volunteers Dec 02 %
White	91	90	88	86
Black	2	2	7	7

¹⁴ Wider categories are used because data for magistrates was only available in this form.

¹⁵ The Lord Chancellor’s Department (2001).

Asian	4	3	3	3
Other	2	1	2	2
N	52,041,916	28,735	4,027	5,130

NB: Youth offender panel Volunteers Dec 02 – 2% unknown.

Lay magistrates 2001 – 4% unknown.

The census figures and the youth offender panel figures are not exact comparisons as the percentages of the general population refer to the entire population (therefore all ages), whereas community panel volunteers are aged 18 or over and lay magistrates tend to be aged 27-70.

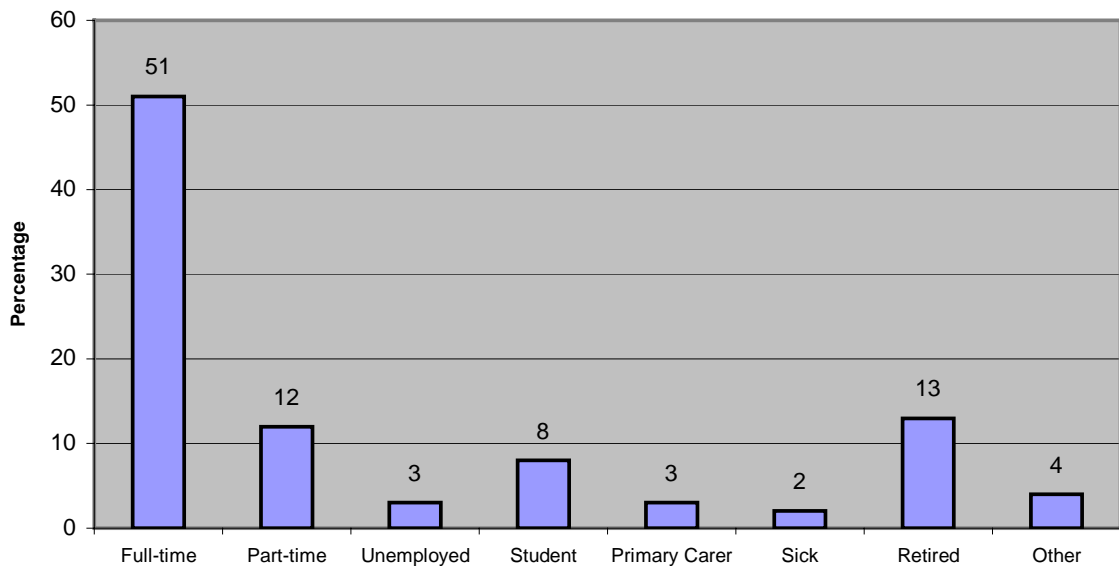
The ethnic group distribution of youth offender panel volunteers in December 2002 did not change a great deal from June 2002. Compared with the general population, white people on youth offender panels were under-represented, whereas black people were slightly over-represented. These findings are in line with the Home Office Citizenship Survey 2001, which found that black people were more likely to formally volunteer than other groups. The lay magistracy, on the other hand, had a profile very similar to that of the general population.

Notwithstanding the fact that overall Asian people were fairly well represented and black people were slightly over-represented, many YOTs felt that minority ethnic groups were under-represented in their panels and several expressed commitments to “target ethnic and diverse community groups to recruit panel volunteers” in the future. Distribution by ethnic group did vary considerably between YOTs, and it is possible that some specific areas under-represented some ethnic groups, whilst others over-represented them. For example, the percentage of black people in individual YOTs ranged from zero to 62 per cent.¹⁶

Employment status

Generally, employment status of youth offender panel volunteers closely matched those of the general population. The distribution of employment status of youth offender panel volunteers is shown in Figure 3 below.¹⁷

Figure 3 Employment status distribution of youth offender panel volunteers



NB: The employment status of four per cent of Youth offender panel volunteers is unknown.

In December 2002, just over half (51%) of volunteers were in full-time employment/self-employment, with a further 12 per cent in part-time employment/self-employment. In total therefore, 63 per cent of youth offender panel volunteers, in comparison to 61 per cent of the general population were employed.¹⁸ Panel volunteers represented the general

¹⁶ As discussed in the introduction, six YOT areas did not respond in time to be included in the analysis. The population in these six areas does vary from that in England and Wales in terms of ethnicity. However, these six areas have higher representation of black and south Asian groups, so it is unlikely that their inclusion would have meant that the proportion of panel volunteers who are black decreased.

¹⁷ As for all the questions in the survey, the YOT manager collected this information. Therefore there may be some variation between areas in some definitions, for example, what counts as full-rather than part-time work.

¹⁸ The census figures refer to 16 – to 74 – year-olds, whereas community panel volunteers are aged 18 or over.

population well in this respect, although again, the picture was likely to vary by area.¹⁹ One YOT commented that it was “difficult to ensure that panels are truly representative of the community” as many full-time working people were not able to attend the early evening meetings.

The second most common employment status of youth offender panel volunteers was ‘retired’, with 13 per cent of volunteers falling within this category. At Census day 2001, 14 per cent of 16– to 74–year-olds in England and Wales were retired. As such, youth offender panel volunteers seemed to represent the national picture well.

Eight per cent of youth offender panel volunteers were students, this again was very close to the distribution within the general population where 7 per cent are students.²⁰

A comparison between the distribution of all employment status groups in youth offender panel volunteers and in the general population can be seen in Table 5.

Table 5 Employment status of youth offender panel volunteers and the general population

	Census 2001 %	Youth offender panel volunteers Dec 02 %
Employed	61	63
Unemployed	3	3
Student	7	8
Primary carer	7	3
Sick	6	2
Retired	14	13
Other	3	4
N	37,607,438	5,130

NB: Youth offender panel volunteers Dec 02 – 4% unknown. Categories may not be entirely comparable. In the Census ‘primary carer’ = looking after home/family, ‘sick’ = sick/disabled, ‘other’ = other inactive. Youth offender panel volunteers June 02 data has not been included in this comparison as although the categories were the same, the criteria for categorisation was different to Dec 02.

Information on employment status is not available for lay magistrates.

Involvement in other voluntary work

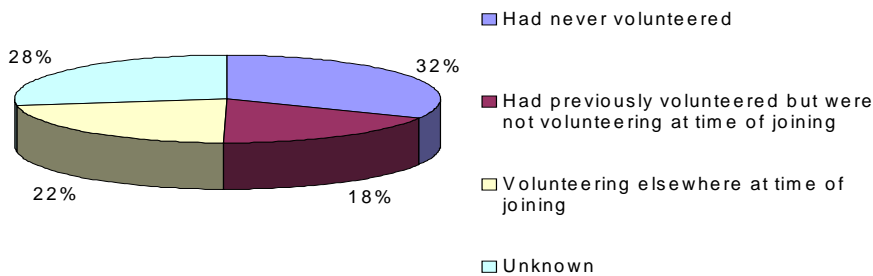
A common concern around volunteering programmes such as youth offender panels is that they all attract the same people, who are likely to volunteer and who have volunteered before. Whilst experience in volunteering is useful, it is also necessary for programmes and initiatives to attract people who have not volunteered before, to ensure that they are representative of the whole community. The Home Office Citizenship Survey 2001 found that 39 per cent of people had formally volunteered in the past year, and that 26 per cent had done so at least once a month.

Figure 4 below demonstrates the proportion of panel volunteers who had spent time volunteering in the past or who were volunteering within other organisations when they became youth offender panel volunteers. Thirty-two per cent of panel members had never previously volunteered, 18 per cent had volunteered in the past but were not volunteering at time of joining and 22 per cent were already volunteering with another organisation at the time of joining. This information was not known for 28 per cent of the youth offender panel volunteers, so it is not possible to make reliable comparisons with the Home Office Citizenship Survey.

¹⁹ The Labour Force Survey Winter 2002/2003 found that 59 per cent of people that were 16 and over were employed. However the different categories used make other comparisons with the Labour Force Survey difficult.

²⁰ The percentage for the general population includes both students who are economically active and students who are economically inactive. In the youth offender panel volunteers data collection individuals were categorised into the activity on which they spend most of their time in a typical week. A distinction between economically active students and economically inactive students was not made.

Figure 4 Previous volunteering experience of youth offender panel volunteers

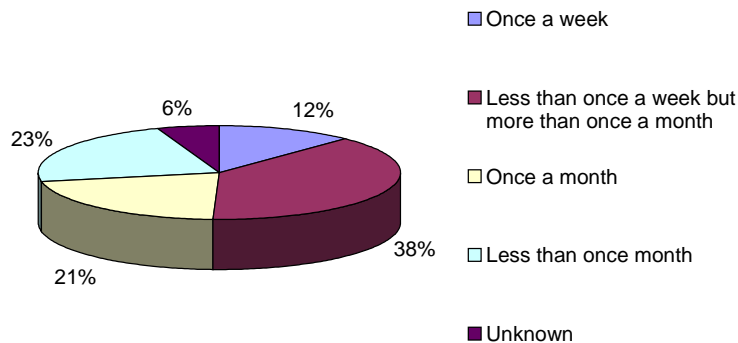


How often do panel volunteers sit?

Guidance issued to YOTs in February 2002 suggested that panel volunteers should be able to commit to sitting on panels 20 to 40 times per year. This equates to about once every two weeks or so.

The survey asked YOT managers to estimate how often their volunteers had sat on panels over the previous six months. Figure 5 shows how 12 per cent of volunteers were said to have sat on panels 'at least once a week'. Over a third (38%) had done so 'less than once a week but more than once a month' and just under a quarter of volunteers (21%) sat 'about once a month'. Twenty-three per cent sat less often than once a month.

Figure 5 How frequently do volunteers sit on panels?



It would seem that in most cases the guidance is being adhered to. However some volunteers were sitting less often than the guidance suggests.

Turnover of volunteers

At the end of December 2002, there were 2,009 volunteers in or awaiting training, although 541 volunteers had dropped out before completing training by this date.

Of those volunteers who first sat before 30 June 2002, 368 dropped out within six months of starting.²¹

YOT managers were asked to specifically comment on whether they experienced high turnover of volunteers. The majority of YOTs (82%) reported that they had no problems with turnover.²² One YOT reported that it had

²¹ It is not possible to calculate a drop-out rate from this information because it is not known how many people in total had started sitting on panels, only how many were actually sitting on that date.
²² In reality this percentage may even be higher as nine per cent of YOTs left this question blank which may mean they had nothing to report.

experienced “just the opposite!” and another said; “panels are working very well. Volunteers are totally committed. I do not need to recruit for my next round of training as I already have enough volunteers prepared for this.”

Other areas reported having a problem with turnover. One commented that this was due to there being a period with no YOT manager in post, which led to some panel volunteers leaving. It would seem, however, that when many people dropped out it was because of change in circumstances (moving away, no longer having the time), not because they necessarily wished to give up sitting on panels.

Several YOTs mentioned how volunteers had gone on to get jobs within youth justice. This raises the possibility that some people may see working as a panel member as a stepping stone towards a job in the field.

Other issues

The survey asked YOT managers for further comments. A number of themes emerge from their responses.

Recruitment

Although many YOTs were not lacking volunteers overall (some are even oversubscribed), a fair proportion commented on how they had problems engaging people from certain groups within society: “We are finding it difficult in recruiting young males from the age of 18 – 25 years and also people from ethnic minorities.” Most however, were making efforts to target the relevant groups.

Several YOTs mentioned the delay in Criminal Record Bureau checks and how this caused problems in terms of having trained volunteers unable to sit on panels. One YOT suggested that the delay in clearance may have added to the difficulty experienced in recruiting from certain groups.

Availability and flexibility

Volunteers were not always able to be flexible and because panels are sometimes convened at short notice, or during the daytime it means that full-time workers in particular were less likely to be included. One YOT reported that the involvement of victims required a large number of panels to be held during the day, and this had not been predicted when recruiting their initial intake of volunteers. Some YOTs, however, tried to take relevant measures to reduce this discrepancy with one reporting that they were looking into Corporate Volunteering Programmes and another suggesting recruitment from local government employers, with dispensation for volunteering during the working week.

Resources and YOT workload

Resources were a concern for many YOTs. They were keen to train volunteers more, to help towards travel and childcare costs, but were also aware of the need to have more money available for the projects the young offender is to include in his/her contract. Another concern for some was the resulting workload for the YOTs themselves. Some were finding that supporting volunteers took up a lot of time: “Ensuring the volunteers perform well is a time-consuming and delicate task. Some volunteers often require a lot of support and encouragement, whilst others are much more confident”.

Accreditation, appraisal and training

The issue of accreditation or appraisal was raised on several occasions. YOTs felt that the work of volunteers needed to be recognised in some way. As one YOT put it: “Their profile should be raised, they are providing the community with a valuable service, which should be recognised, celebrated and applauded”. It was suggested that training should be accredited and that this would encourage more people to volunteer.

Some YOTs report that they thought more training is necessary for volunteers, and for those who supervise them: “Youth Justice Board should put on training for Referral Co-ordinators now in post to enable them to adequately supervise, appraise and monitor their youth offender panel volunteers”. Some YOTs report adding to the YJB training packs for volunteers themselves.

Commitment of volunteers

There were a small number of areas which reported some difficulties with commitment around punctuality and attendance at panels.

However a larger number of YOTs commented on how committed and enthusiastic their volunteers were. Their dedication is remarked on, and they were seen by many to be an essential part of the youth justice system: "...youth offender panel volunteers provide an invaluable service and are an asset to Youth Offending Teams and the communities they serve". Another YOT manager felt that the dedication and commitment of the volunteers had "made the implementation of this new order far less problematic than it may have been". One YOT felt that "the inclusion of volunteers... has meant the team has become accountable to the community in a much more visible way than before".

Conclusion

Youth offender panel volunteers were fairly representative of the population in most respects, apart from gender, where two-thirds of volunteers were female. Despite this positive overall picture, some local difficulties around recruitment of volunteers from some groups in the community remain. The overall make-up of youth offender panel volunteers has not changed much since June 2002, which suggests that further targeting of under-represented groups is required. Almost a third of youth offender panel volunteers were new to volunteering.

Turnover is not a problem for most YOTs. Turnover is taking its natural course with very few extreme cases of drop-out. Most YOTs appeared to be pleased with the set-up and were encouraged by the dedication of volunteers. They believed there is still room for improvement, but on the whole the scheme is working well. Individual YOTs were aware of their shortfalls and took action to deal with the problems they encountered.

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Referral Order Community Panel Volunteers Home Office and Youth Justice Board Data Collection

This information will be required every six months.
The deadline for receipt of data this time is 31st January 2003.
The next collections are to be made in June 2003, Dec 2003 and April 2004.

If you have any queries about the information we require please do not hesitate to contact
Abigail Moulton on 020 7217 5036

These details should be correct as of 31st December 2002

Therefore please do not include those who have just left the panel or those who will be joining after this date. Figures should be straight numbers, no percentages are required. Your help is much appreciated, thank you.

Q1 Which area are you from?.....

Q2 What is the current total of fully trained community panel volunteers in your YOT?

Total

Q3 Of the total number of trained panel volunteers how many are:

Male
Female

Q4 How many of the current total of trained panel volunteers within your YOT are there within each of the following age groups?

18-21	<input style="width: 80px; height: 20px;" type="text"/>
22-29	<input style="width: 80px; height: 20px;" type="text"/>
30-39	<input style="width: 80px; height: 20px;" type="text"/>
40-49	<input style="width: 80px; height: 20px;" type="text"/>
50-59	<input style="width: 80px; height: 20px;" type="text"/>
60-65	<input style="width: 80px; height: 20px;" type="text"/>
66-75	<input style="width: 80px; height: 20px;" type="text"/>
Over 75	<input style="width: 80px; height: 20px;" type="text"/>

Q5 How many of the current total of trained panel volunteers are there within each of the following ethnic groups?

White	<input style="width: 80px; height: 20px;" type="text"/>
Black or Black British	<input style="width: 80px; height: 20px;" type="text"/>
Asian or Asian British	<input style="width: 80px; height: 20px;" type="text"/>
Mixed	<input style="width: 80px; height: 20px;" type="text"/>
Chinese or other ethnic background	<input style="width: 80px; height: 20px;" type="text"/>

Q6 Estimating their average workload for the last 6 months, how many of the total trained volunteer panel members within your YOT have:

Worked as a panel member at least once a week

Worked as a panel member less than once a week but more than once a month

Worked as a panel member about once a month

Worked as a panel member less than once a month

Q7 How much previous experience of any type of volunteering did each trained panel volunteer have before they joined?

No. of panel volunteers who have never previously volunteered

No. of panel members who have volunteered in the past but are not currently involved in other volunteering work

No. of panel members currently involved in other volunteering work

No. of panel members for whom this information is not known

Q8 How many of the current total of trained panel volunteers are there within each of the following categories?

Please place each volunteer into **one category only according to the activity on which they spent **most** of their time in a typical week as of 31st December.*

- Employed or self employed full-time**
- Employed or self employed part-time**
- Unemployed (and looking for employment)**
- Student or on a training scheme**
- Primary Carer**
- Sick/ incapacitated**
- Retired**
- Other**

Q9 And how many of the current total of trained panel volunteers are there within each of the following categories?

Please place each volunteer into **one category only according to the activity on which they spend **most** of their time in a typical week as of 31st December.*

- Professional**
- Other non-manual occupation**
- Semi or unskilled manual**
- Not working**

Q10 How many panel volunteers do you currently have *in or awaiting training*?

Total

Q11 Of those volunteers who first sat as panel members before **30th June 2002**, how many dropped out within 6 months of starting?

Total

Q12 And up to **31st December 2002**, how many volunteers dropped out before completing training?

Total

Q13 Do you have any problems with high turn-over of volunteers?

Q14 Any other comments or issues you would like to raise about community panel volunteers?

Please could you email this back to Abigail.Moulton@homeoffice.gsi.gov.uk by the 31st January 2003

Thank you.

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