



The Human Element – the involvement of people with disabilities in volunteering with the North York Moors National Park



What is our motivation for working with persons with disabilities

- Such engagement is in line with one of our core National Park Values
 - The promotion of opportunities for **everyone** to get involved with the National Park



How we engage with disabled volunteers

- Through the formation of Associate Groups
- By breaking from our norm of only offering practical outdoor volunteering tasks and offering a variety of office-based and indoor roles
- Fitting the individual to the role

Associate Groups

- We approach organizations within or in the vicinity of the National Park whose members are either mentally / physically disabled and offer them the opportunity to carry out practical conservation volunteering tasks
- The National Park selects tasks appropriate for each group
- On many occasions the associate groups carry out the task alongside National Park volunteers

Photo below: Residents of Botton Village (associate group) removing fencing with the help of National Park volunteers



Photo below: Another one of our Associate Groups (Helmsley Walled Garden) – digging allotments



Offering a variety of office-based roles and indoor roles

- Shift in National Park culture from only offering practical outdoor roles to volunteers to our also offering a variety of indoor roles.
- Majority of indoor roles are within office in admin teams and in the IT Department

Fitting the individual to the role

- Establishing at interview the capabilities and preferences of each new volunteer
- Using this information to assign them to the role in the National Park that best suits their particular skillset



Paul



Challenges we have faced

- Threats to staff jobs
- Accessibility



Recommendations to other Parks in Europe

- Set up a Disability Action Group
- Reach out to established disabled organisations



Thank you for your time

