

## Volunteering and International students

The information found at <http://www.bath.ac.uk/students/visa-advice/working-in-the-uk/working-in-the-uk-during-your-studies/index.html> is guidance for International Students to ensure they are not volunteering illegally.

As a partner organisation we would require that you are following these guidelines to ensure any students on a Tier 4 visa are volunteering legally.

NB – Students on a Tier 4 visa will be students who are not in the EEA or Switzerland. Go to <https://www.gov.uk/tier-4-general-visa> for guidance

### Useful info for organisations:

Volunteering and the Law is a useful document that outlines what organisations should be doing to ensure they are not entering contractual obligations with their volunteers. Please go to:

<http://volunteernow.co.uk/fs/doc/publications/volunteering-and-the-law-information-sheet-nl.pdf>

Another useful guide that highlights clearly the differences between voluntary work and volunteering [from page 6- 13]:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/605397/nmw-nlw-calculating-minimum-wage-guidance.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/605397/nmw-nlw-calculating-minimum-wage-guidance.pdf)

### As a summary:

## UK Border Agency's definition of 'Voluntary Work' and 'Volunteering'

### Voluntary workers:

- Will usually have obligations to perform the work, which may be found to be 'contractual' (eg to attend at particular times and carry out specific tasks) with the employer being 'contractually' required to provide the work. The contract does not have to be written.
- voluntary workers are also usually remunerated in kind, for eg offered free gifts, accommodation).

### Volunteers:

- do not have a contract of employment
- must not take the place of an employee
- must not receive payment in kind but reimbursement for reasonable travel and subsistence expenses ( for eg lunch) is allowed
- usually help a charity or voluntary or public sector organisation

**Please contact us if you have any queries.**