



Who is 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 Stance: We neither condemn nor condone drug use, we seek to provide people with the information they need to reduce harm.

Our Values:

- **Empathy:** “walking in someone else’s shoes as if they were your own”
- **Genuine-ness:** “being genuine and real with each other”
- **Acceptance:** “non-judgemental, unconditional positive regard”

Management

Crew is a company limited by guarantee and has a voluntary board of directors made up of around 10 people at any one time who are accountable for the organisation and its performance. Most day-to-day decisions on operational matters are made by Crew staff and volunteers but strategic direction, financial management and other key management issues are dealt with at board level. Directors are drawn from people who are in agreement with our harm reduction approach to drug taking and sexual health, and who possess significant skills to bring to the work. Turnover is in excess of £450 K per annum most of which is made up of grants from public funds and grant giving trusts.

History

Crew emerged in the early 1990’s when a group of educationalists, drug workers and volunteers involved in the dance-drugs 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 / risk minimisation approach they trained themselves and volunteers as drug 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, with paid staff and shop premises on a busy Edinburgh street. Crew has retained its peer education and non-judgemental ethos which characterised its early years and much of the face to face services are still provided by trained volunteers, some often involved in the dance and other scenes themselves. Volunteers are also on the board of management and heavily involved in steering the work of the organisation.

Staff

Crew currently has 15 staff:

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| Emma Crawshaw | Chief executive officer |
| Sharon Adam | Services & finance officer |
| Kira Weir | Emerging trend & training coordinator (maternity cover) |
| Vicki Craik | Emerging trend & training coordinator (maternity leave) |
| Post under recruitment | Crew counselling team leader |
| Jill Punton | Senior practitioner with clinical lead responsibilities |
| Michelle Mackinnon-Rae | Senior practitioner (part time) |
| Sophie Temple Preston | Recovery support worker; senior practitioner (maternity cover) |
| Laura MacEwen | Senior practitioner; Drop in service coordinator (maternity leave) |
| Jana Neumannova | Mindfulness practitioner (part time) |
| Elaina Garcia | Acupuncture practitioner (part time) |
| Jimmy Gordon | Volunteer development worker (part time) |
| Helen Williams | Outreach coordinator (part time) |
| Lisa Waiting | Drop in service coordinator (job share, part time) |
| Lisa Rigby | Drop in service project worker |

Crew Services

- **The Drop In (shop)**

Located on Cockburn Street, the Drop in team is made up of Drop-In co-ordinators Lisa Waiting & Laura MacEwen; project workers Lisa Rigby & Kira Weir; and over 30 volunteers. We open 6 afternoons a week and see on average 4,000 people each year for drugs and sexual health related information, advice and support. While the Drop-In service is open to all ages, many visitors are between 12-25 years old and often access the service for free condoms & other safe sex items before going on to ask for advice or support around more personal drug or sexual health related matters.

All volunteers are trained to provide information and support in the Drop-In environment and it is an excellent way to increase their knowledge and understanding of drugs and sexual health issues as well as building confidence to engage with groups of young people.

Collecting information about people visiting the Drop in (not including personal contact details) and the things we talk to them about is incredibly important so that we can show funders the impact we are having on individuals and the community. Volunteers will be required to help with this.

- **Outreach**

When possible Crew takes its services out into the club and festival scene, where many people take psycho-stimulant drugs. Depending on capacity, outreach can range from short 'pub runs' (where volunteers hand out basic drug information to people in pubs locally), to working at big dance events and festivals where more intensive welfare services are provided. Welfare can involve giving out water to clubbers, roaming (looking out for people who may be experiencing negative effects from substances), providing advice or support to those who need it, looking after people in our chill out area and attending to people in our crisis area.

This can be a difficult area to work in especially if a volunteer is in recovery from substances however this does not necessarily prevent anyone from undertaking this work. Additional support from staff is available and this can be discussed throughout volunteers' time at Crew.

- **Training**

Crew provides compulsory volunteer induction training and other training opportunities throughout the year (continuing professional development, or CPD), as well as delivering training and workshops to youth groups and professionals around Scotland. Volunteers can become involved in training if this is a skill they wish to develop. Crew can provide Training and Group Work courses which equip volunteers with the skills needed to plan and deliver training events. Staff will work closely with individuals keen to develop this skill.

- **Crew Counselling Services**

Crew offers one-to-one counselling sessions for anyone with their own, or someone else's problematic drug use. We are not an abstinence-focused service: instead we work with clients based on their own goals which may be to stop, reduce or stabilise their drug use. We don't work with individuals where alcohol, benzodiazepines, or heroin are the main problematic substance as there are other services better equipped to help these individuals. We will however work with individuals where these drugs form part of a number of other problematic substances for an individual (i.e. polydrug use).

Due to the nature of the counselling environment, keeping our services confidential and meeting data protection requirements, volunteers are not able to be involved in this area of Crew's work. Those interested in support work and developing a therapeutic relationship may find our online resources and outreach services most appealing. Volunteers can also work towards providing one-to-one support in the Drop-In too.

- **Alternative Therapies / Recovery Support**

We also offer other therapies including ear acupuncture and mindfulness/meditation, and can connect clients to peer support groups where they can share coping strategies and lifestyle changes helpful in successfully continuing recovery.

Our ear acupuncture sessions, delivered by trained & qualified practitioners, can help people deal with cravings, anxiety and/or sleeplessness as a result of drug use. These sessions can occasionally be open to volunteers during their time at Crew (please enquire to check if interested).

What would we like from you?

- Your enthusiasm and energy
- be open minded, non-judgemental and empathetic
- preferably 2 'shifts' (definitely 1) in our shop or outreach per month. Any other time you can give will be gratefully appreciated
- attend our volunteer forums every quarter
- attend 1 support and supervision meeting approx. every 3 months
- participate in all core induction training sessions
- engage in ongoing support and development
- use our monitoring tools to keep statistics on every shift
- ability to commit to time requirements of project
- good communication skills (face to face and online)

What's in it for you?

- Good quality training
- the opportunity to put something back into the community
- the opportunity to build on your CV
- support and supervision to enable you to reach your goals
- the chance to boost your knowledge
- the chance to meet new people
- travel and lunch expenses paid while undertaking a volunteering event
- social events

Volunteering for Crew – how to get started

If you're interested in volunteering for Crew and feel you have the time to commit, then the next steps are to

- pick up an application form (available from the Drop-In shop on Cockburn Street, by request from Jimmy jimmy@crew2000.org.uk or by calling **0131 220 3404**),

- complete and returning the form by 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 and if accepted onto the intake, you will be expected to attend **all** induction training dates. This is really important as we often can't run catch up sessions and need to make sure volunteers have the necessary skills to undertake the work.

As our work can involve working with vulnerable young people and adults, all volunteers must complete a PVG form, a criminal background check. If something is flagged up from your past this does not necessarily mean you cannot volunteer for Crew: any current or spent convictions are considered by the manager on a case by case basis and you will be invited in for a chat to discuss this further.

Your Commitment to Volunteering

Volunteering at Crew requires enthusiasm and **a commitment to do a minimum of one activity/shift per month** (e.g. a 4hour shop shift or outreach event) - ideally more if possible. After induction training, volunteers have a 'settling in' period to allow for shadow shifts and PVG applications to come back. This time helps build up experience and confidence; you'll never be on your own in the shop or at an outreach event; you will always have a staff member or experienced volunteer working with you.

We also ask you to attend **quarterly volunteer meetings**. These are held at various times to suit as many volunteers as possible and, along with reading our brief weekly email bulletins, are the best way of keeping up-to-date with all the stuff that's going on and coming up.

We offer regular **support and supervision sessions (S&S)**: all volunteers are assigned a staff member as your S&S person, who will make contact to arrange a first session shortly after starting volunteering. This is to allow you space to speak in confidence about any issues affecting you (both inside and outside Crew), and also talk about any training or additional help you want.

As with anything there are always rules (most are common sense) - here are some of ours!

- Do not turn up to represent Crew under the influence of drugs/alcohol (as stated in Volunteer Agreement Policy and Volunteer Policy).
- Do not cop off with or chat up users of the service whether that's in the shop or during presentations, outreach events etc
- We have people who are trained to deal with the press: we ask you not to speak to the press about the work that you do at Crew
- We do advise you take every training opportunity offered to build a better CV and more importantly improve your own knowledge and experience
- We will pay back expenses incurred* whilst working for Crew so we advise that you keep all receipts etc



- Finally we advise that you take full advantage of your support & supervision meetings as this will help to iron out any problems and help you to reach your full potential as a volunteer

**in accordance with our full Volunteers' Agreement, we will reimburse the value of the cheapest travel option.*