



**FOUNDATION  
OF LIGHT**

THE WORLD AT YOUR FEET

**YOUR  
TIME  
CAN  
CHANGE  
LIVES**

**I'M A VOLUNTEER**

# Foundation of Light Volunteer Recruitment Pack

Role:

Location:

# Welcome to the Foundation of Light



Thank you for your interest in joining the Foundation of Light community. Our volunteers are at the heart of who we are and what we do. From supporting football teams and community programmes to helping at the Beacon of Light, volunteers help us improve lives every day.

Set up in 2001 by Sir Bob Murray, the Foundation is the official registered charity of Sunderland Football Club. We are now in an exciting and pivotal period for our organisation and our region.

Through our 2025–2030 strategy, we are scaling our impact to help more people build skills, improve wellbeing and feel connected to their communities.

While the North East is experiencing significant investment and opportunity, many people still face barriers including poverty, poor health, loneliness and limited access to education or employment. Our mission is to ensure everyone has the chance to succeed.

Every role at Foundation of Light contributes to creating lasting change. If you want your volunteering to truly matter, the Foundation of Light is for you. Whether you're looking to give something back, develop skills, gain experience or be part of a vibrant community, we are delighted you're considering becoming part of our team.

# About us



Foundation of Light uses the power of football and sport to inspire, educate and support communities. We work with partners across education, health, local government and industry to improve:

- Skills and employability
- Physical and mental wellbeing
- Community cohesion
- Confidence and aspiration

Our Beacon of Light facility acts as a central hub for learning, innovation and connection, a safe and inclusive space where people access life-changing opportunities.

Volunteers play an essential role in delivering these life-changing services.

“

I have loved volunteering and now I'm working full-time at the Foundation. It's helped shape my future.

**Leanne Waggott**  
Youth Work Student

”

# Our vision

Better opportunities  
Better lives

# Our purpose

We use football and the power of SAFC to support and invest in our communities, helping improve the skills, confidence, health and happiness of people, no matter who they are.

## Our Values

### Excellence

We are professional and accountable for our actions, and contribute to a high-performing team.

### Passionate

We are proud of what we do and are committed to making a difference.

### Integrity

We are honest, respectful, and inclusive. We care about our colleagues and our community.

### Agile

We adapt to all situations with flexibility and positivity. We are resilient in times of challenge.

### Innovative

We are creative in solving problems and bold in trying out new ideas.

### Collaborative

We work together, encourage diversity, and build strong relationships.

# Why volunteers matter

Volunteers help us deliver our community outcomes:



## Our strategy focuses on helping people:

### Be Skilled

Supporting progression into education, employment and future careers through mentoring, qualifications, and digital inclusion. We will increase attendance in schools and college. Reduce those not in education, employment or training and help more people into work.

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### Be Connected

Creating belonging, reducing loneliness, and building inclusive communities. We will reduce loneliness, improve health, happiness and life satisfaction and foster friendships and relationships.

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### Be Well, Play Well

Harnessing sport and physical activity to be well and play well. We will increase participation, improve physical activity and strengthen mental wellbeing. Every member of staff contributes to one or more of these outcomes.

# Our Ambition (2025–2030)

We are committed to:

## Being Bold

Continuously improving through growth, innovation, learning and ambition.



## Being Collaborative

Strengthening impact through creative collaboration with our club and other key partners.



## Being There

A constant, trusted and inclusive presence across our communities in-person and virtually.



We are recruiting volunteers who want to help deliver this ambition.

# Why volunteer with us



## Volunteers tell us they gain:

- A chance to give back and make a difference to the community
- New friendships and social networks
- Greater confidence and self-esteem
- Improved wellbeing
- Experience for employment or education
- Pride, purpose and achievement
- Being part of a passionate and supportive team

“

I have become a real champion of the Foundation...I've found a community that has really accepted me.

**Wanda Sidaway,  
Volunteer with our Coals  
to Goals programme**

”

# Snapshot of volunteering at the Foundation of Light

**128 active  
volunteers**

across Foundation of Light  
and Beacon of Light

**36% of volunteers**

are based at the Beacon of Light

**64% of volunteers**

are based in the community

**30 active roles**

advertised

**Average 253  
volunteer hours  
per month**

equivalent to £3,000 of value

**Volunteers include**

coaches, committee members,  
ambassadors and Trustees

**Growing  
opportunities**

in football, wellbeing, education,  
events and specialist departments



# Who we're looking for

We offer a diverse range of roles across the organisation, including:

## Community and Programme Roles

- Football and Futsal volunteer coaches
- Wear Together volunteers (supporting over-55s groups)
- Health and Wellbeing programme supporters
- Kicks and Youth Voice volunteers

## Beacon of Light Roles

- Meet and Greet volunteers
- Reception and café support
- Events set-up and delivery
- Grounds and maintenance support
- Matchday fan zone



# Who we're looking for



## Specialist and Professional Roles

- Marketing, finance, media and IT volunteers
- Tutors, coaches, and fundraising roles
- Professional committee and advisory volunteers

## Other Opportunities

- Minibus drivers (clean licence; aged 25–70)
- Corporate/Employer Supported Volunteering
- Beyond Sunderland network volunteers

# Our commitment to you



## When you volunteer with us, we promise to:

- Provide a transparent, safe and supportive recruitment process
- Offer a full induction and ongoing training
- Connect you with a dedicated staff contact
- Reimburse expenses in line with policy
- Offer opportunities to develop skills and gain experience
- Keep you informed about job opportunities
- Provide Foundation kit where appropriate
- Offer informal recognition: thank you cards, coffee mornings, celebrations

# Our Culture

## We are Powered by People, Driven by Purpose

Volunteers are part of our wider Foundation team. We aim to create an environment where everyone feels:

- Valued
- Supported
- Included
- Connected to our mission

## What we ask of you?

- Act in line with our values
- Maintain a positive, inclusive and welcoming attitude
- Commit to arranged shifts or give notice where needed
- Follow safeguarding procedures
- Represent the Foundation professionally



# Equality, Diversity and Inclusion



Equality, diversity and inclusion are embedded across everything we do. We welcome volunteers from all backgrounds and believe diversity strengthens our organisation and communities.

Anyone aged 16+ is welcome to apply for most roles. Some roles will require additional checking (e.g., DBS checks, driving licence, relevant skills).

# Safeguarding Commitment

Foundation of Light is committed to safeguarding children, young people and vulnerable adults. Appropriate checks, including DBS and references, will be required for relevant roles.

“

I love my role...I've had a tonne of support to grow and be the best coach I can be.

**Andy Williams,  
Volunteer Football Coach**

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# Ready to join us?

## Complete a Volunteer Application Form

Available via our website or by contacting the Volunteer Coordinator.

## Induction and Training

You'll receive a warm welcome, tour, and role-specific training.

**We would love to  
welcome you to our  
volunteer family.**

 [volunteering@foundationoflight.co.uk](mailto:volunteering@foundationoflight.co.uk)

 0191 563 4777

 [foundationoflight.co.uk/volunteering](http://foundationoflight.co.uk/volunteering)



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     **FoundationofLight**