



**Plymouth
Sound**
National Marine Park



Volunteer Handbook



This handbook contains an in-depth view of volunteering with Plymouth Sound National Marine Park (PSNMP). It is designed as a supporting document to the Plymouth City Council (PCC) Volunteer Handbook and PCC Volunteer Policy documents.

Before getting started, we recommend that you read through this document.



Image credit - Brett Lockwood

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Parkes Photography



Welcome from our CEO

Thank you so much for choosing to volunteer with Plymouth Sound National Marine Park. We are truly grateful to have you on board, and we hope you find your time with us both rewarding and enjoyable.

Your commitment and effort will make a huge difference to our mission of improving the understanding and condition of our brilliant blue space. Your contribution helps us celebrate and protect this unique environment for future generations.

Since being declared the UK's first National Marine Park in 2019, hundreds of volunteers have given their time and energy to help us establish the park, and we're excited to welcome you into this incredible community.

We want to make sure you feel valued, supported, and proud to be part of our team. Whether you're looking to learn something new, meet like-minded people, or simply give back to the local community, we are here to ensure you have a positive and meaningful experience with us.

Thank you once again for becoming part of our volunteer community. We can't wait to see what we'll accomplish together!



Elaine Hayes

Plymouth Sound National
Marine Park CEO

About Plymouth Sound National Marine Park

Plymouth Sound is a truly special place—a historic landscape that has shaped our city and the way we live for centuries. It's our home, where the largest naval base in Western Europe coexists with delicate seagrass beds. This is where some of the world's greatest voyages began, and where history continues to unfold today.

But now, as we face significant global challenges and climate change, this unique environment and the connection between people and place is at risk. Through this project, we aim to involve every citizen in Plymouth with the park. Reconnecting everyone with Plymouth's rich natural and historic heritage through innovative activity, digital and capital programmes.

The Plymouth Sound National Marine Park has been made possible thanks to money raised by National Lottery players through the National Lottery Heritage Fund, Plymouth City Council and the Youth Investment Fund.



Image credit - Chris Parkes
Photography

Our Five Projects



An inclusive Activity Plan, driving a connection with the water and providing diverse opportunities to engage with the park, developing a sense of pride, ownership and advocate for protection of our waters.

Sensitive Capital enhancements to key PSNMP Gateways along the waterfront. Centres of intensive engagement and outreach focused on the development of new audiences.

Pioneering Nature Boost restoration initiatives; re-building species and habitats and enhancing climate resilience.

An innovative Digital Park to ensure the heritage beneath the waves is visible, accessible, and inspirational.

An Interpretation Plan highlighting the past, present and future, co-designed with our communities and reaching into the heart of our city.

Marine Citizenship

Each aspect of the project centres around the idea of inspiring the entire city of Plymouth to become “marine citizens”, who care for their local marine environment and, much like you, want to help.

Watch the video below to see how Dr Pamela Buchan worked with PSNMP in a study to define what marine citizenship is.

**Scan this QR to
see the video!**



Or press ctrl and click on the image above

As a volunteer, you are already well on your way to Marine Citizenship. By becoming a volunteer with us, we will both help you take action to help the ocean and provide an opportunity for you to inspire others to do the same.

Plymouth Sound National Marine Park Partners

Everyone has their own unique connection to the sea—whether it's through swimming, sailing, art, engineering, wildlife, or countless other ways.

To encourage behavior change across an entire city, each of our partners champion their own method of connection. Our volunteers will have opportunities to help across the whole network of partners, including:

Plymouth City Council

The leading body, responsible for delivering the five main projects

Mount Batten Watersports Centre

The recreational gateway to the Sound, providing on-water activity (e.g kayaking, paddleboarding, sailing etc.) to those who struggle to access these activities most.

Plymouth Active Leisure

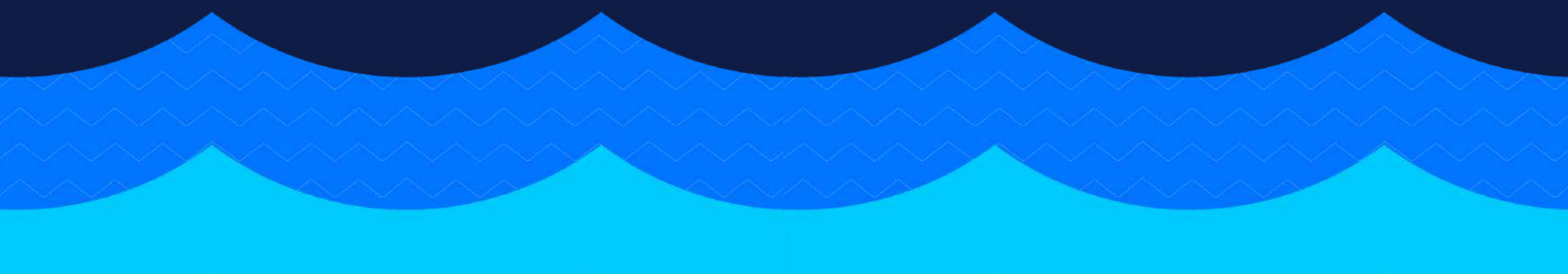
The cultural gateway to the National Marine Park through Tinside Lido. Our funding will ensure this space is accessible for the next generation.

Ocean Conservation Trust

The educational gateway, they will be engaging with areas that have the weakest connection to the water, improving knowledge of the water.

Mount Edgcumbe Country Park

The heritage gateway, a Grade 1 listed landscape, and a space to appreciate the historical significance and importance of PSNMP.



Volunteering Plan

Our volunteer community is a diverse group of marine citizens with a broad range of interests. We have 3 main themes for activity, as a volunteer you can contribute to one or all the below themes:

Ocean

Marine-life focused conservation / behaviour change activities.

This includes (but is not limited to):

- Citizen Science
- Coastal Clean Ups
- Rockpooling
- Science Communication

Heritage

Activities focused on the preservation and advocacy of local history and culture.

This includes (but is not limited to):

- Opening Heritage assets (Mount Batten Tower, Mount Edgumbe House)
- Assisting in local archaeology projects
- Heritage restoration projects

People

Helping to break down barriers some people have to connecting with the sea

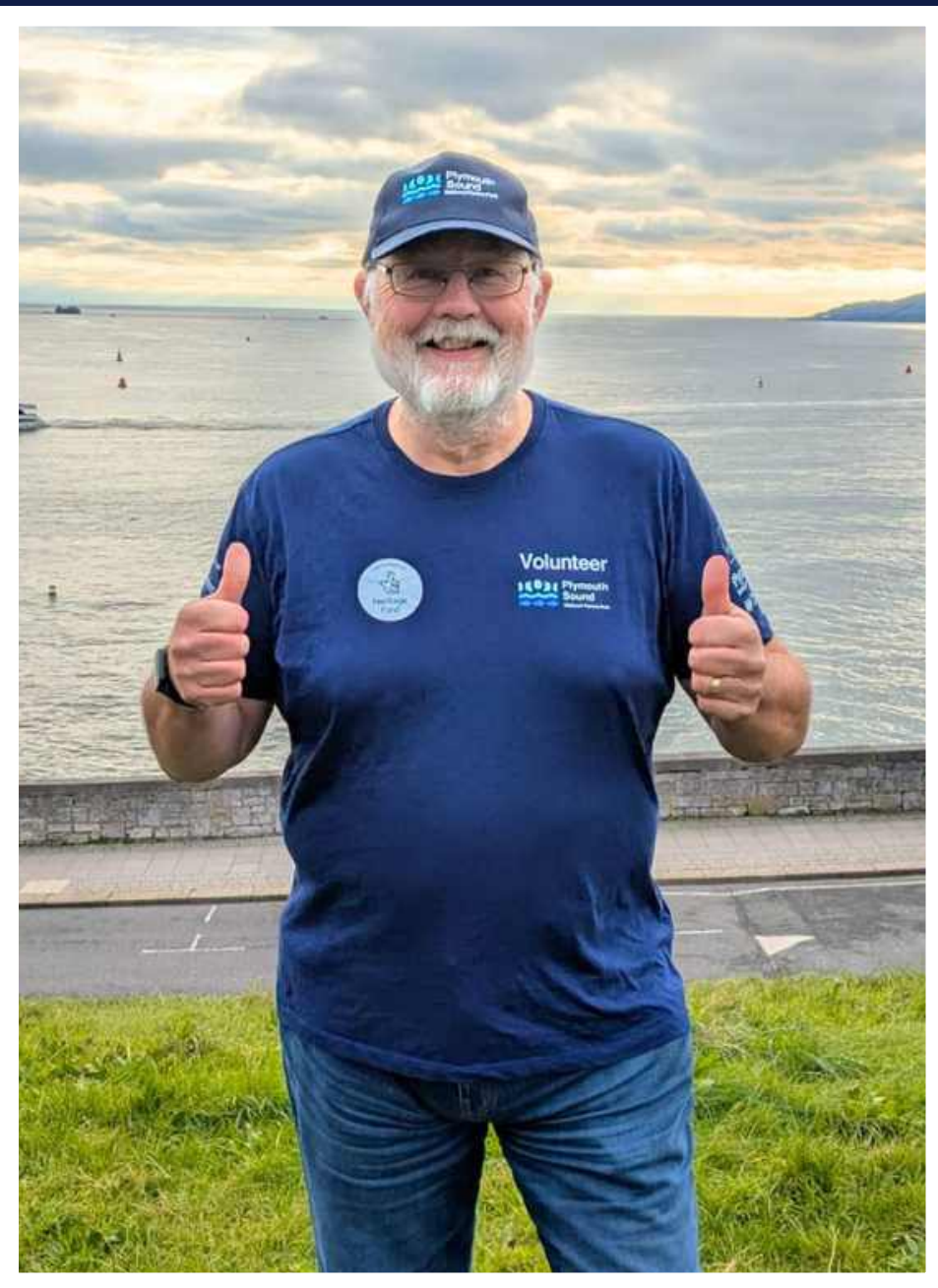
This includes (but is not limited to):

- Supporting another volunteer
- Community Engagement



Image credit - Ocean Conservation Trust

Our Stories



Lloyd

Having fully retired, I was looking to get more involved and was excited about the whole Marine Park idea. You meet a wide range of people and get to do some exciting stuff to help the wider Plymouth community. It's also good fun, well run and flexible enough to never clash with my other commitments. It is fantastic to think that you are helping to make Plymouth both nationally and internationally recognised for its marine environment.

Lilah

Hi, I'm Lilah and I started volunteering with Plymouth Sound National Marine Park because as a university student here I wanted to gain some external experience and get to know the city a bit more and the range of volunteering opportunities with the National Marine Park interested me. All the different activities we get to be a part of and all the people, other volunteers, or members of the public we get to meet are the most rewarding parts for me! This volunteering has taught me so much about Plymouth and what it means to be the UK's first National Marine Park. It's so exciting to be involved with something that's still growing and providing opportunities to loads of different people.



Who to Contact?

The volunteering program is managed by Nick, our Ranger and Volunteer co-ordinator, and supported by Assistant Ranger Amelia (Millie). Nick and Millie are your main points of contact.

To contact them, please email: PSNMPVolunteers@plymouth.gov.uk

You can contact us about anything related to your role; for example:

- Any questions relating to a volunteer day e.g. transport, uniform, equipment, etc.
- If you have any problems or concerns, and if you need any additional support.
- If you would like to receive advice on personal development within the role
- Ideas or requests for volunteer events or training

Nick



Millie

Communication

Here at PSNMP, we put a lot of value on face to face conversations, but we do also acknowledge that online methods are needed. Please feel free to use which ever method is most comfortable for you.

Rosterfy - Our volunteer management system, our main form of e-communication. We will go through how to use the system on your induction.

Whatsapp - for informal sharing of stories and updates. If you wish to join this group, you can opt into joining this group during your Rosterfy onboarding. We monitor this group so please respect other peoples opinions and backgrounds.

Phone - On your first day, we will give you the volunteer co-ordinators work number. Please feel free to contact this number

Email - If you wish to have a more formal conversation with the Volunteer Co-ordinator, the best thing to do is send us an email at PSNMPVolunteers@plymouth.gov.uk



Image credit - Chris Parkes Photography

Getting you onboard

If you would like to volunteer with us, please follow the steps below

Visit the volunteering section of our website, and apply

If application is accepted

Visit [Rosterfy](#) and follow the steps on your dashboard

All information checked and accepted

Complete your volunteer induction session

Successfully completed induction

3 - month probation

3-month probation review

Official PSNMP Volunteer



Expenses

A VAT receipt is required to claim any expenses.

As part of our NET Zero strategy, we will only fund sustainable travel expenses for all our volunteer events, unless there is no other option.

Examples of sustainable travel are:

- Beryl Bike usage
- Public transport (including Buses, trains, and short ferry journeys)
- Electric vehicles & parking for electric vehicles
- Car share with a minimum of 3 other volunteers

Examples of travel we are not able to reimburse:

- Single person private transport costs & parking costs
- Taxis

We are happy to pay expenses for the above unsustainable travel if it is unavoidable (due to health conditions, location of volunteering, etc)

We believe volunteering should be accessible to everyone. If you are struggling to afford to volunteer for any reason, please speak to us and we will try our best to help.

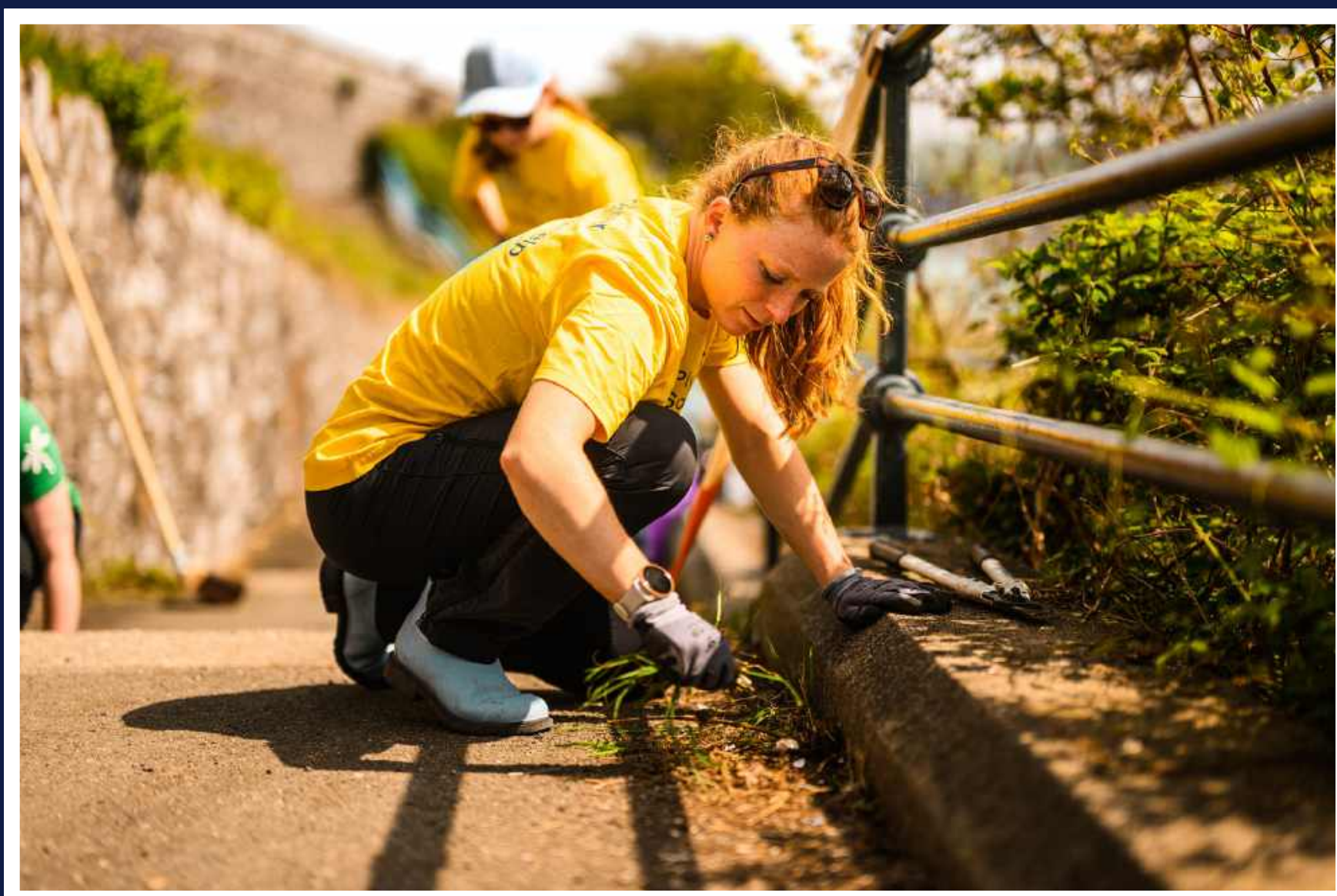


Image credit - Chris Parkes
Photography

Frequently Asked Questions

How much time do I need to commit to being a PSNMP Volunteer?

There is no set minimum or maximum time commitment. We just ask for an open conversation about your availability and whether your role could be better suited for someone else who may benefit more from the program.

What should I wear?

We recommend comfortable, practical clothing. We will provide a t-shirt to you on your first day.

When do volunteer opportunities take place?

Most volunteer opportunities occur on weekdays, though there are also options available on weekends.

Who can volunteer with us?

Anyone can volunteer with PSNMP, regardless of prior experience. If you require additional support, please let us know, and we'll make accommodations to ensure you can participate.

How do I sign up to volunteer?

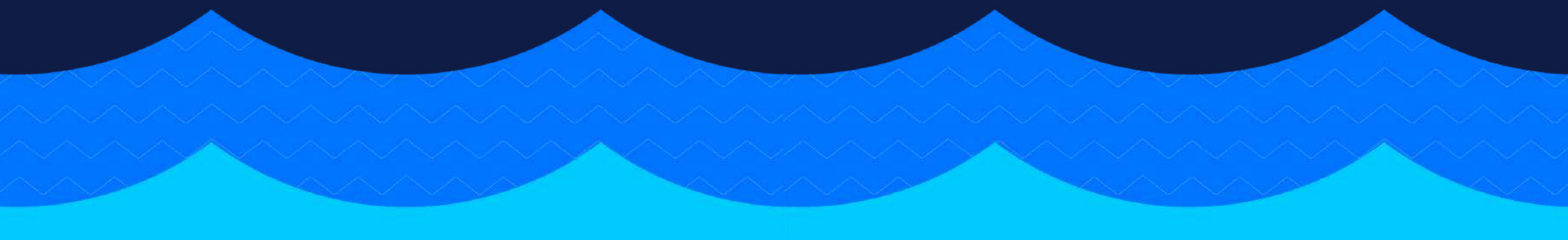
To sign up, simply visit the volunteer section of our website.

Will I receive any training or orientation before I start?

Yes, all volunteers will receive an orientation to help you understand our programs, expectations, and policies. We'll also provide any necessary training for your specific role.

Is there an age requirement to volunteer?

Anyone over 18 can be a volunteer with us. Depending on the activity, volunteers aged 16-17 can participate on some events. Volunteers under 16 may be able to participate with a parent or guardian.



We hope to **sea** you soon!

