

Autumn Term 2017 Course Descriptions

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New courses for this term

Introduction to Quality Improvement: what it is and how to get involved

Two-week course | Half-day workshop each week

This course will introduce students to the concept of 'Quality Improvement', how it can change and enhance mental health services, and how to get involved.

Quality Improvement is about making services safe, effective, efficient, inclusive and centred on the service user. SLaM aims to become an organisation with a culture of improvement based on service users, carers, staff, and key partners working together to improve outcomes, experiences and the value of the care the trust provides.

The course will signpost students to the various ways to become involved in QI projects across the trust.

Discovery Box

Six-week course | Half-day workshop each week

This course is the initial, one-off project of what we hope will be an ongoing creative collaboration between the staff of Horniman Museum and SLaM Recovery College's students and trainers.

The idea is to work together to design and create a 'Discovery Box'. A Discovery Box is like a mini, portable museum, containing a selection of museum objects linked to a particular theme. The group will agree on a relevant theme, and then choose which objects, relating to the theme, should go in the box. It will then become an exhibit at the Horniman, showcasing the work of SLaM Recovery College.

This is a unique opportunity to be part of a collaborative community project which will help more people to understand and engage in the subject of mental health and recovery.

Due to the nature of the project, this will be a small group, and anyone signing up will need to be able to firmly commit to taking part in the whole course.

Understanding mental health difficulties and treatment

Introduction to Psychological Therapies

One-day workshop

What, exactly, are psychological or talking therapies? The morning session of this one-day workshop will explore how psychological therapies can help people, the potential risks and things to take into account when considering them. Students will get a general overview of how therapies can be accessed including referral and assessment processes.

During the afternoon session we will explore and explain the different types of psychological approaches that are available in secondary care, primary care and in the voluntary sector, and what you can expect from taking part in these types of therapies.

Understanding Psychosis

Half-day workshop

The experience of psychosis, for example hearing voices or experiencing altered perceptions, is surprisingly common.

Being diagnosed with psychosis can be a frightening and life changing event. There are a lot of misconceptions and stigma regarding psychosis which can make coming to terms with it even harder.

This workshop looks at a variety of treatment and self-help options and

personal experiences of psychosis. It also focuses on the ways people have managed their experiences so that they can get on with living their lives.

Hearing Voices

One-day workshop

Hearing voices is not always a sign of mental ill-health and the experience can differ greatly between people.

Our uniqueness as individuals is often reflected in the voices people experience. These voices can have distinct content, identities, meaning and impact on the person experiencing them.

The voices and experience can be distressing for the person who hears voices and for those offering care and support. Often those offering support (both as a carer and a worker) may feel unsure what to do to help someone who is hearing voices.

This workshop is for anyone who wants to learn about hearing voices.

Understanding Bipolar Disorder

Half-day workshop

Bipolar is a mood disorder characterised by extreme changes in mood.

Although we all have mood swings, in bipolar disorder these can become unmanageable and overwhelming - individuals can experience severe and/or rapid mood swings that can last several weeks or months, far beyond the normal ups and downs.

The aim of this course is to explore the facts and realities of bipolar disorder, how it is diagnosed and treated, how you can manage it, and how you can support someone that you care about.

Understanding Self Harm

Half-day workshop

Rates of self-harm in the UK have increased over the past decade and are amongst the highest in Europe. However, it still remains a much misunderstood issue.

This workshop will look at what comes under the umbrella of 'self-harm' and we will explore some of the many possible reasons why some people harm themselves.

We will explore the role of professionals and services, discuss how someone who self-harms can reduce the risks, and look at the types of support which are useful.

Understanding and Managing Panic Attacks

Half-day workshop

Most of us will have a panic attack at some point in our lives. A panic attack is a sudden rush of anxiety that can come out of the blue and is characterised by many bodily sensations, such as having a tight chest, feeling dizzy, heart racing, feeling hot or feeling nauseous. Understandably people usually feel scared during a panic attack. People can fear that something terrible is going to happen, such as they might pass out, lose control or even have a heart attack and die.

People may experience panic attacks for a range of reasons. For example, someone with social anxiety might have a panic attack when having to give a presentation; someone with OCD about germs might have a panic attack if they think they have become contaminated and cannot carry out their usual rituals; or someone with claustrophobia might panic if they become stuck in a lift.

This workshop aims to explore and understand what panic attacks are in more depth and the different forms they may take. We will look just at panic attacks, not at specific anxiety disorders that might lead to them. We will then discuss a

range of coping methods and strategies that people might find useful. We will also outline what cognitive behavioural treatments are available and how they can help.

This workshop has been designed in collaboration with staff from the Centre for Anxiety Disorders and Trauma (CADAT) and people who have used their services.

Understanding Depression

Half-day workshop

Depression is a word which is often used to explain periods when we are feeling 'low', 'sad' or a bit 'blue'. 'Feeling low' is something most people experience from time to time and is a natural part of human experience.

However, when these feelings become more severe, begin to take hold of your life and just won't go away, it may be something more serious like 'depression'.

Depression is a common condition and as such we now know a lot about its effect physically and mentally and how you can manage it. Understanding the signs, symptoms, causes, and treatment of depression is the first step to overcoming the problem.

The workshop aims to explore the facts about depression, how it is diagnosed and what it might feel like to have depression. It also aims to provide you a safe and comfortable environment where speaking about your experiences could unburden you or possibly help others with their depression.

Understanding Anxiety

Half-day workshop

Anxiety is something we all experience from time to time. Most people can relate to those anxious, butterfly feelings when doing something which feels uncertain or feeling fearful about sitting exams, having a medical, going to the dentist.

It is a natural feeling and can be useful, as it warns us when we need to take action, when we may be in danger or can even help us to perform better.

However, anxiety can change from something everyone experiences in mild forms, to something which is persistent, excessive or over-whelming. It can begin to interfere with many aspects of your life – from confidence, to physical wellbeing and engagement in basic or complex activities of living.

The aim of this course is to explore the facts about anxiety, making a distinction between common anxiety and anxiety disorders, exploring the possible causes and considering how to face it head on.

Understanding Personality Disorder

One-day workshop

Personality disorder is a phrase used to describe a group of common, long-lasting conditions that affect how people view and manage their emotions and how they relate to other people.

This course explores what is meant by personality disorder in general and how it can affect other aspects of a person's mental and physical health.

We will also discuss specific treatments and how people can help themselves to regain a measure of control in their lives.

Understanding Hoarding

One-day workshop

People with hoarding problems save and collect items to excess and also find it difficult to part with possessions. Over time this can lead to the build-up of clutter in the home, which can make it difficult for people to use rooms for their intended purpose (e.g. not enough space to sleep in a bedroom or to cook in a kitchen). Clutter may build up in people's home for different reasons (e.g. feeling low or worrying that something bad might happen if they were to let go of particular items). Hoarding becomes a problem when it affects the ability of

a person to live comfortably and safely in their home.

Individuals with hoarding disorder find parting with possessions very distressing and usually avoid letting items go as a result of this distress. People with hoarding problems often find it difficult to make decisions which can also lead to avoiding sorting through possessions, or looking through one possession after another without making a decision about whether each item should stay or go. They may also buy or pick up more items than they need, which can also lead to the build-up of clutter.

This workshop aims to explore and understand what hoarding disorder is in more depth and the different forms it may take. We will then discuss a range of strategies that people might find useful and in particular what cognitive behavioural treatments are available and how they can help.

The course has been designed in collaboration with staff from the Centre for Anxiety Disorders and Trauma (CADAT) and people who have used their services.

Understanding the Impact of Substance Use on Mental Health

Half-day workshop

People often experience problems with both mental health and substance use (alcohol and drugs). Each can cause difficulties and together they can have a big impact on the person themselves and their family and carers. Finding the right help and support can be difficult.

This workshop will:

- Identify commonly used substances and the effects they can have on mental health, physical health and the person's social circumstances.
- Explore people's reasons for using substances
- Provide information about some of the services that may be helpful.

Alcohol: friend or foe

One-day workshop

People who drink alcohol can have very different experiences. This workshop looks at why that is and some of the things you can do when you or someone you know is having issues managing their alcohol use. The workshop will include:

- *interesting facts you might not know about alcohol*
- *sharing of tips*
- *an opportunity to talk to people with professional and lived experience about options to try when alcohol becomes a problem.*

If Only I'd Known: caring for someone with dementia

Six two-hour workshops

These sessions are for carers of people who have received a recent diagnosis of dementia or people who think someone they care about may have dementia.

The sessions are:

1. Talking about dementia
2. Dealing with Social care
3. Health of the Person with Dementia - Physical
4. Health of the person with Dementia - Emotional
5. Care for the Carer
6. The Legal Side of Things

Please note: To enrol any of these sessions do not use our enrolment form. Instead, contact Nirusha Nicholas, Recovery and Engagement Worker, on 020 3228 1625 or email her at Nirusha.Nicholas@slam.nhs.uk

Rebuilding your life

Moving on From SLaM to Your GP: all you need to know

One-day workshop

This workshop will look at understanding and managing the transition from Secondary to Primary Care in partnership with all stakeholders.

It will include:

- What to expect from your Community Mental Health Team
- What to expect from your GP
- Discharge Planning, effective communication, and understanding notes
- Navigating services and benefits and how to make informed choices about your care

Introduction to Recovery

One-day workshop

Many people find being diagnosed with mental health difficulties devastating. Too often people feel that their life is over and that they will never be able to fulfil their dreams and ambitions or lead a satisfying and valued life.

But it does not have to be this way. Whatever age a person is, whether they have only recently been diagnosed, or whether they have had a diagnosis for some time, recovery is possible, no matter how serious the person's difficulties. It is possible for people to rebuild a meaningful, valued and satisfying life.

This introductory workshop explores the impact of mental health difficulties on people's lives, what helps people to grow within and beyond what has happened, and how they can rebuild their lives.

Introduction to Recovery and Support Planning

One-day workshop

This course aims to promote self-management techniques via recovery and support planning.

Recovery and support planning is an instrument that helps people on a day to day basis, supports self-recognition of early warning signs, explores the use of strategies that reduce the chance of relapse, helps people make plans for what to do if a crisis occurs and helps formulate goals that focus on moving forward.

The course will introduce recovery and support plans and enable you to discover how to use the different components as a part of a wellness toolkit.

Making Changes: where to start and how to maintain

Two-week course | One-day workshop each week

The aim of this workshop is to enable participants to explore, embrace and prepare for the challenges involved when embarking on a change of lifestyle.

We will look at decision making and managing and maintaining the process of recovery as it applies, for example, to relapse prevention.

Staying Well & Making Plans: managing the ups and downs

Two Week Course | One-day workshop each week

For many people it can feel as if their mental health difficulties are completely beyond their control. Treatment and support from mental health professionals can be helpful but every person with mental health problems can become an expert in their own self-management.

Along with mental health difficulties, things like divorce, death of a loved one,

losing your job and serious physical illness can affect anyone. Whatever challenges you face, recovery involves finding the personal resourcefulness and resilience to take back control over your life and what happens to you.

This two-week course aims to support people to develop and use personal recovery plans that focus on what keeps you well, how to manage the ups and downs, how to cope in a crisis and what gets you back on track.

This course is for anyone who wishes to learn about planning for a life beyond services.

From Surviving to Thriving

One-day workshop

This innovative workshop will help students understand factors that can either validate (promote) wellbeing or invalidate it, which can create distress.

Based on a study which involved service users and staff from Lambeth's Vocational Service, students will learn about important conditions in life that we all need in order to live a meaningful life – somewhere to live, something to do, someone to love, acceptance, feeling understood and enough income to thrive.

The workshop will explore how this framework can support people to learn, change, grow and achieve their goals.

Understanding and Challenging Stigma

One-day workshop

For people with mental health difficulties, stigma can be a huge barrier to recovery. It can also affect those around them, particularly carers, family members and friends.

During this workshop we will explore:

- The many ways that stigma can impact on our lives

- The dilemma of disclosing to employers, colleagues, family, friends and others
- Why many people feel compelled to keep their mental health problems a secret
- What mental health professionals can do, and what you would like them to do, to help challenge the negative impact of stigma

Let's Talk About Tobacco

Two-hour drop-in session

An opportunity to meet with staff in an in-formal setting to learn more about tobacco and hear about the range of treatments and support services that are available to assist smokers who have an interest in cutting down or quitting smoking.

You'll also, if you wanted, have a chance to have your own carbon monoxide level checked.

N.B. These are drop-in sessions – there's no need to book a place, just turn up.

Confidence in Social Situations

Two-week Course | One-day workshop followed by a half-day workshop

This course will offer you the opportunity to identify situations in your own life where you would like to be more confident. You will then be able to explore and consider ways of managing challenging social situations in a warm and supportive environment.

Topics covered will include understanding confidence, how our behaviour and thinking can affect confidence, the role of body language, and practical strategies to be confident in social situations. This course doesn't involve role play unless students want it to. It instead focuses on self-awareness and group discussion to build up confidence and share experiences to feel less isolated. By the end of the first session, students will be able to set a personal goal

around increasing their confidence.

The second workshop will conclude with a group visit to the Dragon Cafe.

Nature and Wellbeing

Half Day Workshop

The aim of this workshop is to explore and learn about our connection with urban wildlife and consider its impact on our wellbeing. We will walk in Sydenham Woods, learning about the plants and animals and sharing our experiences.

This workshop is a chance to connect with wildlife while walking in the woods, noticing the trees, birds and habitats and visiting the pond area.

We will learn about wildlife following the nature trail and listening to London Wildlife Trust talking about urban wildlife interactions.

It will be a chance to share our interactions with wildlife with the group and talk about how it makes us feel.

It's a chance to think about the more long-term opportunities to get involved with local organisations or find wildlife in the city.

Walking and Wellbeing

Half-day workshop

The aim of the workshop is build confidence by exploring some of London's outdoor environments on foot and consider the impact of walking on our wellbeing. We will walking along some of the Thames footpath but mainly exploring 4 of central London's Royal parks. (5 miles)

This workshop is a chance to notice the architecture of our city, participate in moderate physical activity (walking) and to have an opportunity to notice and discuss how walking effects our wellbeing:

- Spend time outside in a social group.
- Learn about some of the benefits of walking and where to find out more.
- Have a chance to use pedometers and walking apps to support your walking for wellbeing.
- Have a chance to think about the more long-term opportunities to get out walking in groups around the capital.

The Mindful Way to Wellbeing

Two-hour workshop

Please note: attending this course is strongly recommended for students considering enrolling for the following term's five-week 'Introduction to Mindfulness' course.

The aim of this interactive session is to provide an introduction to the principles and practice of mindfulness. The session includes three short, seated meditations.

Introduction to Mindfulness

Five-week course | Two-hour workshop each week

Please note: this is a highly popular course and priority will be given to students who have previously attended the introductory 'The Mindful Way to Wellbeing' workshop.

This interactive 5 week course gives students an opportunity to learn about mindfulness and begin to develop a personal practice aimed at enhancing wellbeing. Practicing mindfulness enables us to be in the present moment more of the time which can help us notice unhelpful habits of thinking and behaviour and, with practice, respond to difficulty with greater skill.

During each session students learn through taking part in guided meditations and exploring together the experience of doing so through group discussion. Students are encouraged to use guided meditations to practice at home between classes. Students must be able to attend each of the five sessions.

Creating the Happiness Habit

A course of six half day workshops – attendance at all recommended.

Creating the Happiness Habit aims to provide students, through an interactive workshop programme, with a toolkit to promote hope and wellbeing. The purpose is to improve, strengthen and sustain positive mental wellbeing into later life.

Participants will learn skills and exercises to take control of their lives. Each week the workshop will focus on a different topic:

- Introduction and expressing gratitude
- Goal setting and action planning
- Building resilience
- Challenging limiting beliefs and creating optimism
- Managing stress and having fun
- Review, conclusions and the way forward

Tree of Life

Half-day workshop

The Tree of Life is a recovery approach based on narrative theory that focuses on culture, heritage, spirituality, strength and hopes.

It introduces psychological ideas of strength, resilience and relationship.

The Tree of Life uses a tree as a metaphor for someone's life; different parts of the tree represent different aspects of an individual's life. For example, the roots are about where we come from both physically and in terms of the values and commitments that influence us. The trunk represents our skills and resources, the branches our hopes and dreams. Leaves are those people who are important and influential in our lives. The fruits are the gifts we have received from others – not necessarily material; these could simply be gifts of love and tolerance.

Everyone in the session will create their own tree and together these will form a 'forest', allowing us to reflect on the strengths and resources of the group.

Spirituality and Wellbeing

Half-day workshop

Using a variety of methods, this course will focus on a gentle exploration of participants' spiritual values, world views and guiding philosophies. It will look at how these are important for, and connected to, a sense of wellbeing.

Participants will be encouraged to reflect on those elements that give meaning to their lives, and the ways that can be found to express what is of ultimate importance to them.

The workshop will open up discussion on the relationship between spirituality and mental health as it is experienced in people's everyday lives, and how this can contribute to recovery and healing.

How to Get a Good Night's Sleep

Half-day workshop

Do you have difficulty getting to sleep at night? Do you wake up early in the morning? Do you spend most of the night tossing and turning?

This workshop looks at how much sleep we actually need; the different types of sleep, the common causes of sleep problems and ways of overcoming sleeping difficulties.

It will aim to help you to understand the nature of sleep and provide ways of dealing with your sleep problems.

Telling Your Story

Eight-week course | Two-hour workshop each week

Mental health challenges may affect a person's confidence and even their

sense of identity. This course helps students start to take back ownership of experiences and recover a sense of self alongside, or even despite, the difficulties faced.

Students will use a range of creative approaches, methods, and media to help explore aspects of life that are important to them, express themselves on their own terms, and celebrate their unique experiences and qualities.

No previous formal experience of writing or creativity is required, as students will be encouraged to find their voice and have it heard. Students will have the opportunity to share their stories at the end of the course.

Developing knowledge and skills

Mental Health Awareness

Two-week course | Half-day workshop each week

This course aims to increase understanding of what influences our mental health, including the causes of, and the impact of stigma on, mental distress.

The session will explore the importance of verbal and non-verbal communication skills and how we can use these skills to support one another.

Mental Health: disclosure and your rights at work

Half-day workshop

The aim of this workshop is to help participants gain a better understanding of their rights with regards to disclosure of their mental health condition to employers.

This is an area that people often feel very confused about and it is hoped by the end of the workshop participants will feel more equipped to make an informed choice as to whether to disclose their condition or not.

The workshop will cover the advantages and the disadvantages of disclosure,

how to disclose, and the role of the Equality Act (2010) and how it can protect the individual if they choose to disclose.

Ours to Own: making human rights work for you

One-day workshop with a half-day follow up – attendance at both required

Human rights are for everyone and are there to protect the things that are important to all of us. But how can we use our human rights to make sure we are treated well and treat others with respect, equality, and dignity?

This course aims to help service users, carers, volunteers and staff to learn more about human rights and how put these into practice, especially in mental health. It consists of two parts:

- A one day session to introduce human rights; what these look like in mental health and how service users, carers, volunteers and staff can use these
- A short follow-up session where we return to share our learning on how we have tried to use our knowledge of human rights to improve our lives or the lives of others

Understanding the Care Act 2014 and Why it Matters to You

One-day workshop

The Care Act 2014 is a new policy which came into force in April 2015 and replaced most of the previous laws regarding vulnerable adults.

The Act gives social services new duties and responsibilities. It changes the way people are assessed and also gives new duties to care coordinators and support workers.

It will also give new rights to carers.

This workshop will explore what these changes mean, how your rights are affected, and what happens when things go wrong (safeguarding).

Using Social Media to Find a Job

Half-day workshop

There is a wide variety of social media, ranging from social sharing sites such as YouTube, Pinterest and Flickr through to social networks such as Twitter, Facebook and LinkedIn. This workshop will explore the power of using social media when searching for a job.

We will look at how to set up social media accounts and how they can benefit you in finding paid employment.

We will also cover the importance of managing security settings and we'll highlight the ways in which employers use social media during their recruitment process.

That's Not What I Meant! How to build better communication and understanding in your relationships

Half-day workshop

Please note: this workshop focuses primarily, though not exclusively, on relationships between couples.

Communicating is more than just what we say. It is how we say things and what we understand from what is said to us.

Sometimes it can be difficult to know how to communicate with the people around us, especially when you need to discuss something unpleasant, or there is a power imbalance in the relationship, or you are from different social backgrounds, or the language and terms being used are not familiar to us.

This workshop will explore active listening skills and the barriers which impact on the way we communicate with the aim of reducing misunderstanding & conflict.

Emotional Intelligence: the path to emotional serenity

Two-week course | One-day workshop each week

This course aims to help you develop an understanding of what emotional intelligence is, how it operates in everyday life, and why it's important to develop & encourage it. The course will give you more confidence in interpersonal relations, and more self-aware, enabling you to discover your personal E.Q.

The program is packed full of exercises to enable all participants to learn, interactively, the components of emotional intelligence and how this relates to the mental health of service users and social care professionals alike.

The more you understand E.Q., the more you can recognise and understand your emotions. And the more you can recognise and understand your emotions, the more you can learn to love them. Emotions are a key to recognising our needs, which can then be managed to enrich our lives.

Introduction to Coaching Techniques for Recovery

Two-week course | One-day workshop each week

Coaching is a way of opening up spaces for personal reflection, helping people become aware of their strengths and resourcefulness and supporting them to achieve their goals. Coaching is a series of conversations between a coach and another person aimed at bringing out the best in the person being coached.

Whether we are mental health professionals, people who use services, or carers and supporters, we all know that the quality of the relationships and the conversations we have are very important. Coaching tools and techniques can support people's recovery by helping them tackle the challenges and everyday stresses of life.

Coaching Techniques Masterclass

Half-day workshop

This half day workshop is designed for anyone who has previously attended the 2- day Coaching Techniques for Recovery programme.

It will enable you to refresh skills that were covered during the programme and give you a further opportunity to put them into practice.

Universal Credit

Half-day workshop

Universal Credit is a new benefit that is being rolled out across the country and will affect most people in receipt of benefits.

This workshop looks at:

- What is Universal Credit
- How you make a claim
- What happens at the job centre/housing benefit office
- The commitment interview & what preparation you should do before you attend
- Places where you can go for assistance with navigating the system

By the end of the session, you should understand what you need to do on you have been put onto Universal Credit and where to get further assistance.

Employment Support Allowance: How to Complete the ESA50 Form

Half-day workshop

To qualify for Employment and Support Allowance (ESA) the DWP have to decide that you are too unwell to work. They do this by asking you to complete a Work Capability Assessment (WCA).

You will be sent an ESA50 questionnaire which asks you questions about how

you manage everyday tasks and it is obviously of crucial importance that you fill this in with correct information.

This workshop looks at:

- The overall conditions for claiming ESA
- When an ESA50 will be issued and why it must be completed, whether you are a new claimant or an Income Support/Incapacity Benefit claimant who is being migrated
- How to complete the questionnaire
- How to obtain supporting evidence
- What happens at the DWP assessment centre (medical)
- What to do if you are found fit for work

By the end of the session, you should feel confident completing an ESA50.

Personal Independence Payment Explained

Half-day workshop

Personal Independence Payment (PIP) is the replacement for Disability Living Allowance (DLA).

This session explores both the similarities and the differences between the two benefit schemes and how these might affect you. We will look at when you will need to migrate to PIP if you are already on DLA, take you through the claim process in detail, and explain how to tell your story.

We will also look at the decision-making and dispute process and signpost you to the help and guidance you will need.

Getting involved

Facilitation Skills

One-day workshop

This workshop was designed to support people wanting to improve their

confidence in facilitating and presenting information in group settings. The workshop will include:

- The role of icebreakers and group agreements
- Making a plan and preparing to facilitate a session
- Managing challenging situations
- Evaluating learning

This course is suitable for:

- Service users and carers who may be interested in joining SLAM's Service User Involvement in Training and Education team (SUITE)
- People acting as service user consultants
- Staff members who facilitate teaching sessions in their work environments.

Working Together: co-production in action

Half-day workshop

Co-production is a way of working together which is gaining momentum in many health and social care settings.

This new workshop will explore the role of collaborative working between people who have used mental health services and people who have experience by profession and the values that underpin the approach.

Getting Involved in Peer Support

Half day workshop

What is peer support? Who are our peers? What is going on in our area? What is meant by lived experience? How can we use our lived experience as an asset to support someone else? How does sharing ideas about recovery support both parties?

This workshop is aimed at anyone interested in becoming involved as a peer supporter or as a member of a team implementing recovery through peer support.

Volunteering and Recovery

Half-day workshop

This workshop looks at how volunteering can be an important part of recovery – by boosting confidence, by offering a valued role within the community and by opening up possibilities for the future. We'll hear volunteers' stories and we'll explore the different opportunities to volunteer that are available.

The workshop will also explore the benefits to be gained by volunteering, how and why people volunteer, the barriers that can exist and what your rights as a volunteer are.

