



Volunteer Policy

"The Lord has done great things for us; we are glad" Psalm 126:3

Great Barton C of E Primary Academy

Volunteer Policy

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Date Approved by Governors –



Reviewed By - Signature Date- Comments-
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1. Introduction

At Great Barton CE Primary Academy, volunteers are a welcome resource to raise pupil's achievement and complementing the work of Teachers and Teaching Assistants. Our school will benefit greatly from developing well-planned, active parental and community links through participation by adults in the activities of the school on a voluntary basis. The role of volunteers in our school provides for the enrichment of the pupil's learning experiences, but should not encroach on, or restrict, professional teaching duties. The deployment of any volunteer, whether for one day or for a number of sessions over a longer period, is managed with care; in particular taking account of the needs of the pupils and the staff to whom they are assigned.

The Headteacher and Governors are mindful of deploying volunteers appropriately. Volunteers are not asked to replace paid staff or given responsibility within the school that would normally be associated with paid employees.

2. Deployment (see Appendix 1)

Volunteers are not asked to carry out duties which:

- (i) fall normally within a Teacher's responsibility under *loco parentis*;
- (ii) fall normally within the job description of a Teacher or member of support staff, i.e. they are not asked to cover staff absence.
- (iii) would normally be performed by a contractor engaged by the LA or by the school;
- (iv) require them to have unsupervised access to children.

3. Organisation (see Appendix 2)

- (a) All volunteers are welcomed. The parameters of their role within the school are clearly defined from the outset in order to avoid any misunderstanding.
- (b) An interview between the volunteer or line manager and member of SLT is held to ascertain interest, skills and time commitment of the volunteer and the needs of the school.
- (c) References will be requested to confirm your suitability for work in the school.
- (d) An agreement is drawn up with the aims, objectives and timescales.
- (d) Each volunteer is linked with a specific member of staff to whom they will be directly responsible.

4. Safeguarding

Volunteers are made aware of the rules governing behaviour at the school; including the key 'dos' and 'don'ts' for children and adults. Procedures are designed to avoid hazards or risks associated with the tasks being carried out including details of first aid and emergency arrangements.

As part of their induction to our school, volunteers are also provided with basic information such as details of those facilities available to them e.g. staff room (for use before or after break times to ensure confidentiality), toilets etc.

We feel it is vital that volunteers are made aware of the following:

- safeguarding procedures;
- expectations with regards to confidentiality;
- access to information related to pupils and/or staff;
- the expected level of behaviour and an awareness of Professional Codes of Conduct;

- that at no time will they be working with a child or a group completely unsupervised;
- the school's Equal Opportunities policy – especially focussing on issues relating to discrimination and the use of appropriate language;
- the school's Complaints procedure;
- the school's Disciplinary procedure;
- the school's Health and Safety Policy.

All policies listed here can be found on the school's website.

5. Vetting Procedures

The law requires the school to obtain an enhanced DBS (Disclosure & Barring Service) disclosure check for anyone with responsibilities which gives them regular unsupervised access to pupils under the age of 19 which includes volunteers who regularly help:

- (ii) in extra-curricular activities;
- (iii) supervise pupils on school organised holidays or residential visits.

Volunteers that also have:

- on-going, substantial and/or unsupervised access also fall under this category. List 99 checks will be carried out on those volunteers who only come for a single visit, such as; attending an educational visit as an additional adult.

In addition, volunteers will be required to confirm their right to work on the Volunteer agreement form. (see appendix 2)

IMPORTANT:

It is the teachers' responsibility to ensure that volunteers who do not have an enhanced DBS do not have unsupervised access to children. It will be made clear to the teacher what level of checks have been undertaken.

Appendix 1 VOLUNTEER GUIDELINES

Thank you very much for volunteering to help at Great Barton CE Primary Academy. The following are a set of guidelines, which we hope will help to establish a successful partnership between staff and volunteers at the school.

- Teachers work hard to plan lessons and direct learning in advance. If you are unsure of the purpose of the activity you have been asked to assist with please clarify it with the teacher or teaching assistant at the start of the session.
- If you are committed to helping on a regular basis and for any reasons are unable to attend on a day when you are expected, please inform the teacher or the school office in advance. Similarly, if your help is not required on a particular day (due to a trip or other school activity) then the teacher will provide you with advance notice of this.
- Helping in the school that contains your own child will give you an insight into his or her education. Should you have any questions that arise out of this please direct them to the class teacher privately on a separate occasion, through Parent /Carer meetings, or through the other channels that already exist within the school.
- When you are working with the children it is important to create an atmosphere that makes the children want to learn. Enthusiasm and encouragement are extremely important in helping with development.
- Should a child or children spoil an activity for others in which you are participating, please give one warning before asking the teacher or teaching assistant to intervene.
- Under the Children Act 1989 relating to child protection, if a child tells you something that you feel is of concern but you might not know the relevance of, you should discuss this privately with the teacher and no further.
- Confidentiality regarding what might be seen, heard or discussed within the class or group by children or adults is extremely important. School staff are bound by the rule of confidentiality that as a volunteer will also apply to you. Please do not discuss any issues that might arise in class with anyone other than the class teacher who is best placed to decide on the correct course of action.

You may be aware that legislation requires all people working with 'vulnerable members of society', whether in a professional or a voluntary capacity, to apply for a "Disclosure" from the Disclosure & Barring Service (DBS). DBS disclosures are not 'portable' and therefore, even if you have one already, you will need to fill in a new form. These can be obtained from the school office.

Thank you very much for volunteering, your time, effort and enthusiasm to help in school. You can be assured that your help is greatly appreciated and will be of genuine help to both children and staff alike.

Appendix 2 VOLUNTEER AGREEMENT

Thank you for offering your services as a volunteer at Great Barton CE Primary Academy. Your offer of help is greatly appreciated and we hope that you will gain much from your experience here.

Please read and sign this Volunteer Agreement sheet and hand it to the school office.

You will receive a copy of it for your records.

- I have received a copy of the school's Volunteer Policy and have read the Volunteer Guidelines (Appendix 1).
- I agree to support the school's aims and values & follow school policies.
- I agree to treat information I gain from being a volunteer in school as confidential
- I understand that I am required to undergo a DBS check to advise the school of my suitability as a volunteer.
- I understand that I will need to provide the school with two references.
- I understand that I will need to provide evidence if my right to work is subject to a work permit/visa/worker registration scheme.

Signed: _____

Name: _____

Date: _____

Note: this agreement is in honour only and is not intended to be a legally binding contract of employment.

Appendix 3 VOLUNTEER INFORMATION SHEET

Name of Volunteer: _____

Address: _____

Telephone: _____ Date of Birth: _____

Email address (this is required to carry out a DBS check): _____

Reason for applying as a volunteer: _____

Do you have the right to work in the United Kingdom? Yes/No (Delete as applicable)

Is this subject to a work permit/visa/worker registration scheme? *Yes/No (Delete as applicable)

*If yes, evidence must be provided.

What skills / areas would you like to help with in school?

Are there any particular age groups / classes you would like to work with? _____

Do you have any disabilities / other needs we need to take into account when working as a Volunteer in school?
(please give details):

Details for two referees:

1. Title and full name: _____

Relation to the applicant: _____

Work place (if applicable): _____

Contact details (address, phone number, email): _____

Dates: from _____ to _____

Responsibilities at the workplace (if applicable): _____

2. Title and full name: _____

Relation to the applicant: _____

Work place (if applicable): _____

Contact details (address, phone number, email): _____

Dates: from _____ to _____

Responsibilities at the workplace (if applicable): _____

Please complete the form and hand in to the school office.