



Volunteer Policy

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By:	Kier / Governing Body
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Introduction

Volunteers bring with them a range of skills and experience which can enhance the learning opportunities of all pupils in the academy. Participation of adults in academy activities, on a voluntary basis, helps the academy develop active parental and community links and is therefore welcomed and encouraged by the Governing Body.

The relationship between the academy and volunteers does not imply a contract of employment and is entirely voluntary. There are no contractual obligations on the volunteer or on the academy.

A volunteer is anyone who without compensation or expectation of compensation performs a task at the direction of the Head Teacher.

Our Volunteers include:

- Members of the Governing Body
- Parents of pupils
- Ex-pupils
- Students on work experience
- University students
- Ex-members of staff
- Local residents
- Friends of the school

The types of activities that Volunteers are engaged include:

- Hearing children read
- Working with small groups of children
- Working alongside individual children
- Undertaking art & craft activities with children
- Running after-school clubs e.g. country dancing
- Working with children on the computers
- Accompanying school visits

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all employees, volunteers and visitors to share this commitment.

Scope

This policy and procedure apply to all volunteers in the academy, unless stated otherwise.

Aims

To provide a framework for the recruitment of volunteers in line with safeguarding requirements.

To establish expectations for both employees and volunteers regarding the activities undertaken by volunteers and their conduct whilst in the academy and on academy trips.

Appointment Process

Becoming a Volunteer

The academy has a responsibility to ensure the safety and welfare of the pupils and therefore will recruit volunteers in line with the DfE statutory guidance, 'Keeping Children Safe in Education'.

Anyone wishing to become a volunteer, either for a one off event such as a school visit or on a more regular basis, e.g. hearing children read, usually approaches the Head Teacher or School Business Manager directly.

Volunteers should complete the *Volunteer Application Form* (found on the Academy's website or got from the Academy's main office), with their contact details, type of activities they would like to help with, and the times they are available to help.

Before starting to help in school, volunteers should complete the *Volunteer Agreement* (Appendix B), which sets out the school's expectations of volunteers and asks Volunteers to confirm they have received a copy of this policy.

Before a volunteer commences the Head Teacher must determine if the role requires the volunteer to have a DBS check. If it is determined that a check is required volunteering should not start until the outcome is known. See Appendix A for guidance.

Volunteers who regularly carry out activities in the academy's nursery and/or reception classes or regularly carry out activities out of academy hours (eg breakfast clubs or after school clubs) with children who have not attained the age of 8 will be required to complete a childcare disqualification self-declaration in line with the Childcare Disqualification regulations This applies whether the volunteer is supervised or not.

The academy must carry out identity checks before volunteers commence any activities, this must also include a 'right to work' check to ensure that individuals have the right to volunteer in the UK. *There should not be a problem with accepting someone from outside the UK as a volunteer but individuals must ensure that immigration rules allow them to do so because they could jeopardise their immigration status. If in doubt they should contact UK Visas and Immigration (previously UK Border Agency).*

Where the arrangement will continue on a regular basis two references should be sought.

Prior to a regular placement all volunteers will be required to attend an induction with a trained member of staff or member of the leadership team. This will provide an opportunity for volunteers to ask any questions they may have and for expectations and guidelines, as covered in this policy, to be explained and documents issued (eg copies of relevant policies).

Volunteers are made aware of academy policies that may be applicable to them including, Safeguarding/Child Protection, Social Networking/IT Policy, Whistleblowing, Code of Conduct, Health and Safety.

An entry will be made on the academy's single central record with the confidential details of the safeguarding checks carried out.

Where a volunteer is engaged in a 'one-off' activity (eg an academy trip) and they will be under the constant supervision of academy staff no formal checks will be required.

Volunteers will be asked to sign a Volunteer Agreement including confidentiality requirements. See Appendix B 'In-Academy Volunteer Agreement' and Appendix C 'Off Site Visits Volunteer Agreement.

The Recruitment and Selection Policy should also be referred to for further guidance on the recruitment of volunteers and safer recruitment practices.

Volunteer Procedures/Expectations

Our School Vision

All adults who work in our school, whether a paid member of staff or a volunteer, are expected to work and behave in such a way as to actively promote our school vision.

This vision is underpinned by the following aims and values.

Aims and Values

- We will respect our children's individuality, encourage creativity and assist them to make the most of their abilities.
- We want our pupils to leave us as well educated, self-confident and caring members of society.
- We will endeavour to promote equality of opportunity for all of our children irrespective of gender, race, creed, ability or disability.

Confidentiality

Volunteers in school are bound by a code of confidentiality. Any concerns that Volunteers have about the children they work with / come into contact with should be

voiced with the Class Teacher and NOT with the parents of the child /persons outside school.

Comments regarding children's behaviour or learning can be highly sensitive, and if taken out of context, can cause distress to the parents of a child if they hear about such issues through a third party rather than directly from the school. Volunteers who are concerned about anything another adult in the school does or says should raise the matter with the Head Teacher or Deputy Head Teacher.

Attendance

Volunteers must sign in and out at the academy office and wear a visitor's badge/sticker each time they are on academy premises.

If a volunteer is unable to come into the academy for some reason then it is requested that they call the academy office in advance of the time they would normally arrive to enable the class teacher to be informed that they are unable to attend. As volunteering is flexible it may be possible to suggest an alternative time for the volunteer to come into the academy.

Supervision

All volunteers work under the supervision of the class teacher who retains responsibility for pupils at all times, including their behaviour and the activity they are undertaking. The class teacher should give clear guidance as to how an activity is to be carried out and the expected outcome. If there is any problem regarding the pupil's understanding of the task, behaviour or welfare volunteers must seek further guidance from the class teacher.

Health & Safety

The school has a Health & Safety Policy and this is made available on request to Volunteers working in the school.

Class Teachers ensure that Volunteers are clear about emergency procedures (e.g. fire alarm evacuation) and about any safety aspects associated with a particular task (e.g. using DT equipment / accompanying children on visits).

Volunteers need to exercise due care and attention and report any obvious hazards or concerns to the Class Teacher / Head Teacher.

Child Protection

The welfare of our children is paramount. To ensure the safety of our children, we adopt the following procedures:

- All Volunteers are given a copy of the Volunteer Policy and asked to sign a *Volunteer Agreement* (Appendix B)
- To ensure the safety of our pupils at all times, all of our regular Volunteers must have been cleared by the Disclosure Baring Service (DBS). A certificate is issued to the individual to produce in school. A volunteer is not allowed to participate until this process is complete.
- Where a Volunteer is engaged in a 'one-off' activity e.g. helping supervise a group of children as part of a class visit, DBS clearance is not

necessary. However, these volunteers must produce evidence of identity, read and sign our *volunteer temporary risk assessment* (Appendix C) and be kept under constant supervision of school staff.

- Volunteers will be given training in safeguarding/Child Protection Procedures – e.g. what to do in the event of a disclosure or concern.

Volunteers must raise any concerns they have about the pupils they work with to the class teacher/designated safeguarding lead and not with the parents of the child or any other person outside of the academy.

If a volunteer is concerned about anything in the academy which may affect their role they should raise the matter with the class teacher or appropriate member of the leadership team.

Volunteers engaged in a 'one-off' activity (eg an academy trip) will be expected to stay with the allocated staff member, promote respectful behaviour towards each other and members of the public and inform the staff member of any first aid, behaviour or other issues. Volunteers will not be allowed to bring additional children on the academy trip, smoke, drink alcohol, take photographs of the pupils or engage in any other activities which could bring the academy into disrepute.

Data Protection

The access volunteers have to sensitive and confidential pupil information should be limited to what is necessary and appropriate to the work being undertaken. Volunteers must be made aware of any information handling procedures appropriate to their role to ensure that lack of knowledge does not result in an information security risk.

Concerns/Issues

If there are concerns about the performance or conduct of a volunteer a meeting will be held between the volunteer and the class teacher, and/or the Head Teacher, where the concerns will be explained. This meeting may result in the situation being reviewed after a set period of time, the volunteer being suspended or, if the concerns are serious, the academy may cease the volunteer arrangement without notice.

Any allegations of abuse made against a volunteer will be dealt with very quickly, in a way that provides effective protection for the pupil and also supports the person who is the subject of the allegation.

If the academy ends a volunteer arrangement because of inappropriate behaviour or safeguarding issues relating to children the academy has a duty to refer this to the Disclosure and Barring Service in certain circumstances.

Equality Statement

This Policy applies to all volunteers irrespective of age, disability, gender status, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Monitoring and Review

This Policy has been put together by Kier and the Academy, and approved by the Governing Body. It will be reviewed every two years and updated in the light of new guidance from either the DfE.

Signed: D. Linacre

Lead Governor: D. Foster

Dated: November 2016

Disclosure and Barring Service checks and barred list checks

The DfE has published separate statutory guidance on supervision and regulated activity which academies should have regard to when considering which checks should be undertaken on volunteers.

An enhanced DBS certificate, including barred list information, will be required for any staff in the academy engaged in regulated activity, in the case of volunteers the following applies -

Volunteers who regularly carry out activities with pupils on an unsupervised basis are engaged in regulated activity therefore an enhanced DBS check, including barred list information, must be carried out.

Volunteers who are supervised* while regularly carrying out activities with pupils are not in regulated activity but as they have the opportunity to come into contact with children on regular basis the academy may obtain an enhanced DBS check, not including barred list information.

Employers are not legally permitted to request barred list information on a volunteer who, because they are supervised, is not in regulated activity.

Some activities will always be regulated activities regardless of frequency or if they are supervised or not, these include relevant personal care which includes helping a child (due to age, illness or disability) with eating or drinking, in connection with toileting, washing, bathing and dressing.

To qualify for a free of charge DBS the applicant must not benefit directly from the position the DBS application is being submitted for, ie they must be doing something which aims to benefit a third party (not a close relative) and not for their own personal gain.

* The person who is supervising must be in regulated activity, supervision must be regular and day to day and 'reasonable in all the circumstances to ensure the protection of children'.

IN-ACADEMY VOLUNTEER AGREEMENT

Thank you for offering your services as a volunteer atAcademy. Your offer of help is greatly appreciated and we hope that you will gain much from your experience here.

Please read and sign this Agreement and hand it in to the academy office. You will receive a copy of it for your records.

I confirm that –

- I have received a copy of the Academy's Volunteer Policy.
- I agree to treat any information I learn from being a volunteer in the academy as strictly confidential and will not use or disclose this information to any person either during my volunteering experience in the academy or at any time afterwards.
- I understand that if necessary an enhanced DBS check will be undertaken.

- I have read and understood the following policies –

Academy to insert a list of the policies that have been issued to the volunteer which should include – Safeguarding/Child Protection; Social Networking/IT Policy; Whistleblowing; Code of Conduct; Health and Safety

- I understand that I am expected to comply with the academy's policies and procedures at all times
- I understand the levels of conduct/behaviour expected of me.
- I have been made aware of and understand the systems the academy has in place to support the safeguarding of pupils, including part one of the Keeping Children Safe in Education guidance.
- I have been made aware of who will be my usual volunteer co-ordinator eg Class Teacher, Year Teacher

The academy will provide adequate insurance cover for you while you are undertaking volunteering activities approved and authorised by the academy.

This agreement is binding in honour only, it is not intended to be a legally binding contract between you and the academy and may be cancelled at any time at the

discretion of either party. Neither you or the academy intends any employment relationship to be created either now or at any time in the future.

Signed.....

Date.....

Name.....

OFF SITE VISITS VOLUNTEER AGREEMENT

Thank you for offering your services as a volunteer atAcademy. Your help is greatly appreciated and you will have an important role to play in the success and safety of this academy trip.

Please read this Agreement and the Academy's Volunteer Policy carefully and sign and return the Agreement to the academy office. You will receive a copy of the Agreement for your records.

This Agreement is part of our academy's risk assessment planning for the academy trip.

Role of the Volunteer Helper

- to support and look after, equally, all of the pupils in your group.
- to stay with your allocated staff member and group of pupils, ensuring that their well-being and safety is maintained for the total duration of the academy trip.
- to promote polite, respectful and courteous behaviour towards each other and members of the general public.
- to inform the staff member if there are issues with first aid, safety and/or behaviour.
- to show a commitment to their group, an interest in the focus of the visit and assist pupils in their learning by helping them to read signs/labels/information, asking questions that encourage pupils to think about the task and help to explain areas of interest.
- to follow guidance from the academy staff.

Volunteer Helpers are not permitted -

- to bring additional children on the academy trip.
- to re-organise academy visit groups.
- to smoke, drink alcohol or engage in any other activities which may bring the academy into disrepute.
- to take photographs of pupils.
- to give/buy their group treats e.g., ice-creams, biscuits, sweets – before, during or after the academy trip.

- to reprimand or touch pupils but should speak to an academy staff member if there are any difficulties.

First Aid

For each class on the academy visit, there will be at least one qualified first aider. You will be informed if any child in your group has medication/needs. If medicine needs to be administered, this will be done by a member of staff. Under no circumstances will a volunteer be asked to administer medication of any kind. All other medicines and first aid box(es) will be carried by staff.

Emergencies

You are expected to inform a member of staff of any emergencies as soon as possible.

If you have become separated from the rest of the academy party, please telephone one of the members of staff on your contact list or telephone the academy.

I confirm that –

- I have read and understood the Volunteer Policy and the above Agreement
- I will support the young people in enjoying the trip and actively contribute to the smooth running of the event.

Signed.....

Name.....

Date.....