



## Volunteer Policy

<u>Status of Policy</u>	<u>Date</u>
Policy Reviewed	Spring Term 2016
Agreed by Staff	Spring Term 2016
Agreed by Governors	Spring Term 2016
Next Review	Spring Term 2019

Headteacher Signature:

Date:

Chair of Governors Signature:

Date:

## Volunteers Working in School Policy

**The Academy's volunteer policy is part of the school's safeguarding systems.**

### **Introduction**

Volunteers bring with them a range of skills and experience that can enhance the learning opportunities of children. We welcome and encourage volunteers from the local community.

Our Volunteers include:

- Members of the Governing Body
- Parents of pupils
- Ex-pupils
- Students on work experience
- University students referred to us by Student Volunteer Services
- Ex-members of staff
- Local residents
- Friends of the school
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The types of activities that Volunteers are engaged include:

- Hearing children read
- Working with small groups of children
- Working alongside individual children
- Accompanying school visits

### **Becoming a Volunteer**

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 Class teacher, Headteacher or Deputy Headteacher directly.

Volunteers should complete the *Volunteer Information Sheet* (Appendix 1) 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, volunteers should complete the *Volunteer Agreement* (Appendix 2), which sets out the Academy's expectations of volunteers and asks Volunteers to confirm they have received a copy of this policy.

The Academy will seek DBS clearance for any volunteer before they come into school to protect the staff and children.

### **Aims of East Herrington Primary Academy**

All adults who work in our Academy, whether a paid member of staff, or a volunteer are expected to work and behave in such a way as to actively promote the Academy's aims and educational purpose as identified below:

- Nourish the diverse talents of our children, widen their horizons, develop their appetite for learning enabling them to live life to the full

- Bring to an individual the feeling that they can cope with their environment with a sense of confidence in themselves as a significant, competent person
- Encourage children to feel capable of handling situations which challenge their intellectual, personal, spiritual and moral values, showing tolerance of others, ultimately to be equipped with adult life and work in a fast changing society.

Our educational purpose is:

- To teach the national curriculum in a manner which excites the interest and commitment of the children and meets their present and future needs
- To develop attitudes, skills and knowledge which will be relevant to our learners as they prepare to meet the widening expectations of a changing society. We regard personal development as a life long learning process.
- To value all children equally whatever their stage of development and offer experiences which give them the maximum sense of success
- To afford all children equality of opportunity and not be discriminated against on the grounds of class, colour, gender, religion or disability
- To provide a partnership between schools, parents and the wider community each having contributions to make to the development of the other.

### **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 of the Academy. If it is a comment which a child makes which gives rise to concerns then the Designated Safeguarding Lead [Headteacher] or Deputy Designated Safeguarding Lead [Senior Assistant Headteacher] should be informed directly.

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 Headteacher or Assistant Headteacher.

### **Supervision**

All volunteers work under the supervision of the Class Teacher of the class to which they are assigned. Teachers retain responsibility for children at all times, including the children's behaviour and the activity they are undertaking.

Volunteers should have clear guidance from the Teacher as to how an activity is carried out / what the expected outcome of an activity is. Volunteers are encouraged to seek further advice / guidance from the Teacher in the event of any query / problem regarding children's understanding of a task or behaviour.

### **Health & Safety**

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

### **Safeguarding Children**

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 2)
- To ensure the safety of our pupils at all times, all of our Volunteers must have been cleared by the Disclosure and Barring Service (DBS). A certificate is issued to the individual to produce in school.
- Where a Volunteer is engaged in a 'one-off' activity e.g. helping supervise a group of children as part of a class visit, no formal checks are carried out on these volunteers. These volunteers, who are under constant supervision of school staff, must read and sign our *Off-site visit agreement* (Appendix 3).

### **Complaints Procedure**

Any complaints made about a Volunteer will be referred to the Headteacher / Deputy Headteacher for investigation. Any complaints made by a Volunteer will be referred to the Headteacher / Deputy Headteacher.

The Headteacher reserves the right to take the following action:

- To speak with a Volunteer about a breach of the Volunteer Agreement and seek reassurance that this will not happen again;
- Offer an alternative placement for a Volunteer, e.g. helping with another activity or in another Class;
- Inform the Volunteer that the school no longer wishes to use them.
- The full Complaints Procedure is available from the Headteacher

### **Monitoring and Review**

This Policy has been approved by the Governing Body and will be reviewed annually and updated in the light of new guidance from the DFE.



**APPENDIX 1**  
**VOLUNTEER INFORMATION SHEET – FOR NEW VOLUNTEERS**

Name of Volunteer:

Date of Birth:

Other names known by (including maiden names):

Address:

Phone:

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)*

Thank you for taking time to complete this Volunteer Information Sheet.  
Please hand it to the Headteacher / Deputy Headteacher.  
Your offer of help is appreciated and we will be in touch shortly.



## **Volunteer Agreement**

Thank you for offering your services as a Volunteer at East Herrington 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 in at the main office.

You will receive a copy of it for your records.

- I have received a copy of the Academy's Volunteer Policy
- I agree to support the Academy's Aims
- I agree to treat information I learn from being a Volunteer as confidential
- I understand that I am required to undergo a Criminal Record Bureau check to advise the Academy of my suitability as a volunteer.
- If you already have a CRB Certificate, please hand it to the office, the number will be recorded and checks made with the issuing body.

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_

### APPENDIX 3



#### **Off-Site Visits Volunteer Agreement**

School trips are an integral part of learning and afford many children opportunities which are outside their usual experiences. We are pleased that you have come forward as a volunteer helper: you will have an important role to play in the success and safety of this trip.

Please read and return this appendix, and sign and return the helper's slip.  
This is part of our school's risk assessment planning and safeguarding arrangements.

#### **Role of the Volunteer Helper**

- to be responsible and look after, in equal measure, all of the children in your group
- to stay with your allocated group of children, ensuring that their well being and safety is maintained for the total duration of the school trip
- to promote polite, respectful and courteous behaviour towards each other and members of the general public. We all go as ambassadors of East Herrington Primary Academy!
- to ensure that your group keep up with the body of the school visit party, be it walking, entering or exiting from transportation or following speakers for the trip
- to contact your child's class teacher/member of staff if there are issues with first aid, safety and/or behaviour

#### **Working alongside school staff**

Academy staff expect volunteer helpers to:

- comply with all of the above whilst being under the direct line management of staff
- show a commitment to their group, an interest in the focus of the visit and assist children in their learning by helping them to read signs/labels/information, asking questions that encourage children to think about the task and help to explain areas of interest
- follow guidance from the Academy staff

#### **What is not permitted**

- Volunteer helpers are not allowed to bring additional siblings on the trip.
- Volunteer helpers are not allowed to re-organise visit groups.
- Volunteer helpers are not allowed to smoke, drink alcohol or engage in any illegal practices.
- Volunteer helpers are not permitted to take photographs of children.
- Volunteer helpers are not allowed to give/buy their group treats e.g., icecreams, biscuits, sweets – before, during or after the school trip.

#### **First Aid**

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 unless it is your child who requires medicine in which case you will be asked to administer this and be responsible for carrying the medicine.

All other medicines and first aid box(es) will be carried by staff.

**Emergencies**

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

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

I have read the volunteer Policy

I agree to the terms and conditions as stated in the policy

I will support the young people in enjoying the trip and actively contribute to the smooth running of the occasion.

I will treat any information I may hear about children as confidential and will not discuss it outside of the Academy.

Signed : \_\_\_\_\_ Date : \_\_\_\_\_