

# SOUTH HAMS FEDERATION

## VOLUNTEERS IN SCHOOL

Approved 26.04.21

Review April 2024

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

### **Introduction**

Volunteers at our school bring with them a range of skills and experience that can enhance the learning opportunities of pupils. The school therefore, welcomes and encourages volunteers from the local community.

Our volunteers include:

- Members of the Board of Governors
- 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

The types of activities that volunteers engage in, on behalf of the school, include:

- Hearing pupils read
- Working with small groups of pupils to assist them in their learning
- Working alongside individual pupils, as an additional tutor
- Accompanying school visits

### **Safeguarding**

The South Hams Federation is committed to safeguarding pupils, young people and vulnerable adults and expect its volunteers to share that commitment.

### **Becoming a Volunteer**

Anyone wishing to become a volunteer, either for a one off event such as a school trip or on a more regular basis, e.g. hearing pupils read, in the first instance should approach the school office or class teacher. Volunteers should complete the Volunteer Application Form (Appendix 1) with their contact details, types of activities they would like to help with, and the times they are available to help.

### **Definition**

Activity which is described as 'frequent' or 'intensive' covers the meaning given in the Safeguarding Vulnerable Groups Act 2006.

- 'frequent' – once a week or more often on an ongoing basis; and
- 'intensive' – three or more occasions in a 30 day period, or overnight (between 2am –6am).

### **Process for recruiting a Volunteer who will be working frequently or intensively**

- The candidate/s attend the school for an informal discussion to ensure the applicant is suitable for the role
- Enhanced DBS check undertaken
- The volunteer will be made aware of the role and responsibilities they will be undertaking
- If appropriate 2 References should be sought where the volunteer arrangement will continue on a regular basis.
- Induction - school policies and documentation explained and issued.

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- Volunteer records to be kept in a central place within the school

Before starting to help in a school, a volunteer should complete the Volunteer Agreement form (Appendix 2), which sets out the school's expectations of its volunteer and to confirm they have received a copy of this Agreement. The school will seek DBS clearance for a volunteer before they are left unsupervised with any pupils. This is not required where a volunteer is engaged in a 'one-off' activity and are supervised.

## **Our School Aims**

All adults / young people 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 aims and educational purpose.

## **Confidentiality**

Volunteers in school are bound by a code of confidentiality. Any concerns that volunteers have about the pupils they work with/come into contact with should be voiced with the designated safeguarding lead and NOT with the parents of the child/persons.

Volunteers who are concerned about anything in the school, which may affect their work should raise the matter with the Head of School or Executive Headteacher or appropriate senior member of staff. Any information gained at the school about a child or adult should remain confidential.

## **GDPR**

Schools hold a lot of personal data about pupils, employees, governors, visitors and parents/carers. We therefore have a duty to handle this information fairly, lawfully and securely, in line with the GDPR. Should a volunteer become aware of a personal data breach (confidentiality breach, integrity breach or availability breach), they should let the Head of School or School Administrator know as soon as possible and request an Investigation Form to complete who will inform the Data Protection Officer.

## **Supervision**

All volunteers work under the supervision of a teacher or full time member of staff. Teachers retain ultimate responsibility for pupils at all times, including the pupils' 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. In the event of any query/problem regarding the pupil's understanding of a task, behaviour or their welfare, volunteers must seek further advice/guidance from the teacher.

## **Health & Safety**

The school has a Health & Safety Policy and this is made available to volunteers working in the school. An appropriate member of staff will ensure that volunteers are clear about emergency procedures (e.g. Fire Alarm Evacuation) and about any safety aspects associated with particular tasks (e.g. using equipment/accompanying pupils on visits). Volunteers need to exercise due care and attention and report any obvious hazards or concerns to the Head of School or Executive Headteacher.

## **Child Protection**

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

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- All volunteers are given a copy of the Volunteer Policy and asked to sign a Volunteer Agreement (Appendix 2)
- All of our volunteers must have been cleared by the Disclosure and Barring Service (DBS).
- Where a volunteer is engaged in a 'one-off' activity e.g. helping supervise a group of pupils as part of a class visit no formal checks are required. However, such volunteers will be under the constant supervision of school staff.
- Volunteer drivers must complete a 'Drivers Declaration Form'.
- Any concerns a volunteer has about child protection issues should be referred to the designated safeguarding lead or Head of School.
- A copy of the Child Protection and Safeguarding Policy is available on the schools' websites.

## **Complaints**

Any complaint made about a volunteer will be referred to the Executive Headteacher, Head of School or appropriate senior member of staff for investigation. Any complaints made by a volunteer will be dealt with in the same way.

The Headteacher or designated member of staff 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
- Based upon the facts identified in the investigation it may be necessary for the School to inform the volunteer that the school no longer wishes to use them
- Provide the volunteer with a copy of the school's full Complaints Procedure

## **Monitoring and Review**

This policy will be approved Executive Headteacher and monitored by the Governing Body and will be regularly reviewed and updated.

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## APPENDIX 1

### VOLUNTEER APPLICATION FORM – FOR NEW VOLUNTEER

First Name.....Surname.....

Date of Birth:.....

Address: .....

.....

Postcode.....

Phone: Home.....Mobile .....

Email Address:.....

Days/Times available to help :.....

What activities / areas of the school's work would you like to help with? (If you are a student please include details of your course/placement requirements)

.....  
.....  
.....

Are there any particular age groups/classes you would like to work with? (If you have relatives in school please give details of their year groups/classes).

.....  
.....  
.....

Do you have any disabilities/other needs we need to consider or adjustments we need to make to allow you to work as a Volunteer or Visitor in School (please give details – continue overleaf if necessary)?

.....  
.....  
.....

**Individual School Privacy Box to be added before sending to parents**

**Thank you for taking time to complete this Volunteer Application Form**

Please hand it to the School Office, marked for the attention of the School Administrator. Your offer of help is greatly appreciated and we will be in touch as soon as possible.

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## APPENDIX 2

### **VOLUNTEER AGREEMENT FORM**

Name:	
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Thank you for offering your to be a volunteer at our School.

Your offer of help is greatly appreciated and we hope that you will gain much from your experience. Please read and sign this Volunteer Agreement Form and hand it in at school. You will receive a copy of it for your records.

- I have received a copy of the Volunteer in School Policy.
- I agree to support the School's Aims.
- I agree to treat information obtained from being a volunteer in school as strictly confidential.
- I understand that an enhanced DBS check will be undertaken.
- I have been made aware of who is my designated safeguarding lead eg Executive Headteacher Head of School, Class Teacher.

#### **KEEPING CHILDREN SAFE IN EDUCATION – DISQUALIFICATION REQUIREMENTS**

Under the Childcare Act 2006 and The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018 (“the 2018 Regulations”). Schools are responsible for ensuring that all the staff they employ are subject to the appropriate checks. Therefore, as part of our employment checks, we need to ask those who are applying for a role within our school to provide relevant information, by way of self-declaration.

The following are grounds for disqualification from working with early years children or later years children under the age of eight years; or being directly concerned in the management of that childcare:

- The person is included on the Children's Barred List;
- The person has been cautioned for or convicted of certain violent and/or sexual criminal offences against children and/or adults;
- Certain grounds relating to the care of children, including where an order is made in respect of a child under the person's care, for example where the person is the subject of an Order, direction or similar in respect of childcare, including orders made in respect of their own children
- The person has had their registration refused or cancelled in relation to childcare or children's homes or is disqualified from private fostering;

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**I have read and understood the above grounds and declare that (please tick):**

I am not disqualified from working with children, none of the above criteria apply to me

**OR**

I have been disqualified from working with children, one or more of the above criteria apply to me\*.

*\*I understand that if I tick this box that I will be asked to provide further details*

**AND**

I understand that should any of the grounds listed above become applicable and/or change during the course of my work with the school that I must declare this to the school as soon as I become aware.

Signed: .....

Date:.....

**Individual School Privacy Box to be added before sending to parents**

Any information given will be completely confidential and will be considered only in relation to a post to which the Disqualification Regulations apply.

<https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006/disqualification-under-the-childcare-act-2006>