

## Woodmancote School and Little Chestnuts Volunteers in School Policy

|                               |              |
|-------------------------------|--------------|
| Designated Member of Staff    | G Tucker     |
| Committee with responsibility | Safeguarding |
| Date of Issue                 | May 2021     |
| Frequency of Review           | Yearly       |

| Issue Number | Issue Date     | Summary of Changes  |
|--------------|----------------|---|
| 1            | May 2021       | New Policy  |
| 2            | September 2021 | Re-write in light of KCSIE 2021   |
| 3            | October 2022   | No Changes other than link to KCSIE 2022  |
| 4            | September 2023 | No changes other than link to KCSIE 2023  |
| 5            | September 2024 | No changes-inclusion of<br><a href="https://www.gov.uk/government/consultations/keeping-children-safe-in-education">Keeping children safe in education - GOV.UK (www.gov.uk)</a><br><a href="https://www.gov.uk/government/consultations/working-together-to-safeguard-children">Working together to safeguard children - GOV.UK (www.gov.uk)</a> |

*The Head Teacher and Governing Body with the Designated Safeguarding Lead (DSL) will monitor the safeguarding practice of the school to ensure that this policy is understood and being operated effectively in practice.*

### **Introduction and Aims:**

At Woodmancote School we believe that volunteers provide a valuable contribution to the school's work, and that they enrich the school through the breadth of their knowledge and experience.

We are committed to using volunteers in a way that supports the school's strategic aims and vision, as well as its development plan.

The aim of this volunteer policy is to:

- Encourage the wider community to engage with the school, thereby enhancing the curriculum, raising achievement and promoting community cohesion
- Ensure that volunteers support the school's vision and values, and adhere to our policies
- Provide staff, volunteers and parents with clear expectations and guidelines
- Set a clear, fair process for recruiting and managing volunteers

This policy has been developed in line with the Department for Education's statutory safeguarding guidance, [Keeping children safe in education - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/344272/Keeping_children_safe_in_education_-_GOV.UK.pdf)  
[Working together to safeguard children - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/344272/Working_together_to_safeguard_children_-_GOV.UK.pdf)

### **1. How we use Volunteers**

At Woodmancote volunteers may:

- Hear children read
- Accompany school visits
- Work with individual children
- Work with small groups of children
- Support specific curriculum areas, such as ICT or art

This isn't an exhaustive list.

Volunteers may be:

- Members of the governing board
- Parents
- Former pupils
- Students on work experience
- Local residents
- Friends of the school/members of the PTA
- Local clergy or members of the congregation

This is not an exhaustive list.

Members of the governing board working at the school in their capacity as governors (for instance, conducting school monitoring visits or attending meetings), are not covered by this policy. They are covered by our governor code of conduct.

## 2. How to apply to volunteer

- Completing an application form (see appendix 1) that can be accessed via the school's website.

## 3. Appointment of volunteers

Volunteers are appointed by the Headteacher

Intake of new volunteers can take 6-8 weeks, and is dependent on the candidate and available spaces within the school.

All appointments are conditional upon the completion of an enhanced DBS check (if appropriate) and other appropriate safeguarding and recruitment checks, and relevant training.

The headteacher reserves the right to terminate a placement at any time.

Enhanced DBS checks for volunteers working in the school through other organisations will be conducted by the relevant organisation. The school will ask for written confirmation that enhanced DBS checks have been carried out before a volunteer is allowed to start work at the school.

The school has a clearly defined flow chart for the appointment of any volunteer. (Appendix 3)

## 4. Safeguarding

Safeguarding our pupils is of paramount importance, and our volunteers must share our commitment to child protection.

To ensure we're upholding our responsibility to keep our pupils safe, we will:

- Conduct enhanced DBS checks on volunteers who:
  - Work one-on-one with pupils unsupervised
  - Work with groups of pupils unsupervised
- Consider the results of any DBS checks that return with unspent and spent listed convictions, and assess these on a case-by-case basis, with regard given to the nature of the conviction and the nature of the work the volunteer will be involved in
- Provide safeguarding training to all volunteers **prior** to them beginning work at the school, including ensuring that they have read and understood part 1 of Keeping Children Safe in Education
- Require volunteers to agree and adhere to our code of conduct (see appendix 2) and to read, and adhere to, the school's policies on:
  - Safeguarding
  - Use of mobile phones
  - Internet acceptable use
  - Online safety
  - Relationships and Behaviour
  - Other Safeguarding policies that can be accessed via the school's website
- Ensure that volunteers without an enhanced DBS check are always supervised, and are never left alone with pupils

- Conduct a risk assessment to determine whether a volunteer who isn't working in regulated activity needs an enhanced DBS check. The risk assessment will consider:
  - The nature of the work they will be doing
  - What we know about them
  - References from employers or other voluntary roles
  - Whether the role is eligible for an enhanced DBS check
- DBS details for all Volunteers will be stored on the Single Central Register

## 5. Induction and training

All new volunteers will be directed to read the safeguarding and health & safety policies on the school website.  
<https://woodmancoteschool.co.uk/school-policies/>

Volunteers must complete appropriate training prior to beginning work at the school. Training requirements will be determined by the headteacher, or the appropriate member of staff.

**All volunteers** must have completed the *on-line Safeguarding children for Education Level 1 training*. Any other training requirements will be based on the nature of the work the volunteer will be doing.

## 6. Confidentiality

Information about pupils, parents and staff is confidential. Volunteers are not permitted to discuss issues related to pupils, parents or staff with those outside of the organisation. Staff may inform volunteers of information regarding a child when it is in the best interests of the child to do so.

If volunteers have concerns, they should raise these with the appropriate member of staff. They shouldn't discuss them with pupils or parents.

This doesn't prevent volunteers from adhering to the school's safeguarding policy (with regard to reporting safeguarding concerns or disclosures).

If concerns relate to safeguarding, volunteers must follow the guidance in our child protection and safeguarding policy, and inform the designated safeguarding lead.

If concerns are related to whistle-blowing, volunteers must follow the guidance in our whistle-blowing policy.

## 7. Conduct of volunteers

Volunteers must comply with the school's Code of Conduct Policy.

## 8. Insurance

The school's insurance policy covers volunteers in the event of an accident or emergency.

If a volunteer is working at the school through another organisation, we will also check that organisation's insurance arrangements.

## 9. Data protection and record keeping

Our privacy notice for volunteers explains what information we collect about volunteers and why we collect it. We will retain records relating to volunteers in line with our records retention schedule.

## 10. Monitoring and review

This policy has been approved by the Governing Body and will be reviewed regularly.

## Appendix 1 Volunteer Application Form

|   |  |            |  |
|---|--|------------|--|
| Title and Surname:  |  | Forename:  |  |
| Previous Names:   |  | DOB:       |  |
| Home Tel No:  |  | Mobile No: |  |
| Email Address:  |  |            |  |
| Relevant skills, training qualifications or job history, if applicable:   |  |            |  |
| <p><b>Medical History Disclosure:</b><br/>e.g back complaint/epilepsy etc</p> <p><b>Disability and accessibility</b><br/><i>The school is committed to ensuring that applicants with disabilities or impairments receive equal opportunities and treatment.</i><br/>If you have a disability or impairment, and would like us to make adjustments or arrangements to assist you, please state the arrangements you require:</p> |  |            |  |
| <p><b>Preferences</b> <i>(Please note that whilst we will consider preferences you may sometimes be asked to work with other year groups / classes).</i></p> <p>What [age group/department/etc] would you prefer to work with?</p> <p>Would you prefer to work one-on-one or with a small group?</p>  |  |            |  |
| Other information in support of this application:   |  |            |  |

## References

Please give details of two referees, ideally, one of whom should be your present and/or last employer or supervisor where the position was voluntary. Your referees must have knowledge of your work and character. Both referees should ideally be senior people in the organisation. In the case of applicants leaving full time education or not having worked since doing so, the Head of School, College or University should be one of the named referees. We do not accept references from friends or family members. **To ensure we process your application in a speedy and efficient way, we prefer to contact your referees by e-mail. Therefore, please provide us with full details of your referee's e-mail address.**

|  |  |
|--|--|
| <p><b>Referee One: This referee should ideally either be your current or previous employer</b><br/>If you are invited for interview may we approach this referee without further reference to you?</p> <p>Yes <input type="checkbox"/>                      No <input type="checkbox"/></p> <p>Name: _____</p> <p>Job title: _____</p> <p>Email: _____</p> <p>Address: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Post Code: _____</p> <p>Relationship to you: _____</p> <p>Telephone No: _____</p> | <p><b>Referee Two:</b><br/>If you are invited for interview may we approach this referee without further reference to you?</p> <p>Yes <input type="checkbox"/>                      No <input type="checkbox"/></p> <p>Name: _____</p> <p>Job title: _____</p> <p>Email: _____</p> <p>Address: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Post Code: _____</p> <p>Relationship to you: _____</p> <p>Telephone No: _____</p> |
| <p><i>The Board of Governors is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.</i></p> <p>The school requires all volunteers working on a regular basis to complete an application for an Enhanced Records Disclosure.</p>   |  |
| <p>Signature: _____</p>  | <p>Date: _____</p>   |

## Disclosure and Barring Service (DBS) information

The [school/trust] is legally obligated to process an enhanced Disclosure and Barring Service (DBS) check before making appointments to relevant posts.

The enhanced DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that's considered relevant to the role. Any information that is "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

Volunteers working in regulated activity will also require a barred list check.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the [school's/trust's] privacy notice.

|  |  |
|--|--|
| <b>Do you have a DBS check? (please circle)</b>                | Yes/ No  |
| <b>If yes, what type of check do you have? (please circle)</b> | Enhanced DBS / Enhanced DBS with barred list information |
| <b>Date of check:</b>  |  |
| <b>Certificate number:</b>                                     |  |

## **Appendix 2: code of conduct for volunteers**

### **Code of conduct for volunteers**

By signing this form, volunteers agree to the following:

#### **1. School rules and policies**

1.1. Volunteers will follow all school rules and policies, including those on:

- 1.1.1. Child protection
- 1.1.2. Acceptable use
- 1.1.3. Online safety
- 1.1.4. Mobile phones
- 1.1.5. Data protection
- 1.1.6. Health and safety
- 1.1.7. Equality
- 1.1.8. Whistle-blowing
- 1.1.9. Behaviour

1.2. Copies of the school policies are available online or from the school office

#### **2. Professional conduct**

2.1. Volunteers must accept and follow instructions provided by supervisors, and ask for guidance or clarification if required. Questions can be directed to the supervising member of staff, or to the school's Headteacher.

2.2. Behaviour management is the responsibility of school staff. If volunteers witness behaviour that is in breach of the school's behaviour policy, or are struggling to manage the behaviour of pupils with whom they're working, they should alert the class teacher immediately. Volunteers should not attempt to reprimand pupils or issue sanctions.

2.3. Volunteers must conduct themselves in a professional manner at all times. This includes:

- 2.3.1. Dressing in a way that is professional and appropriate to the work they are doing
- 2.3.2. Refraining from using inappropriate language
- 2.3.3. Setting an example for pupils by acting in a way that reflects the school's ethos and values
- 2.3.4. Behaving in a way that is appropriate for the role they are undertaking
- 2.3.5. Ensuring that comments, including those made on social media, do not bring the school into disrepute

2.4. Volunteers must not accept gifts from, or give gifts to, pupils. The exception is small tokens, such as those exchanged during the holidays or as a way of saying "thank you".

2.5. Volunteers must not transport pupils in their own cars unless specific arrangements have been made with the school, and the pupil's parents have consented.

2.6. Parent volunteers with children at the school must not act in a way that favours their own child, and should not approach their child unnecessarily during the school day (for instance, during break times). They may not use their time as a volunteer to discuss their child's education with school staff.

2.7. If a volunteer is unable to come to school when they are expected/scheduled to be in, they must contact their supervisor or the school office as soon as possible. Inconsistent attendance may result in the placement being reviewed or terminated.

#### **3. Safeguarding**

3.1. Volunteers must be familiar with, and adhere to, the school's safeguarding and child protection policy. Safeguarding training will be provided to all volunteers before they begin their placement.

3.2. If volunteers have concerns about the welfare of a child, or if a child makes a disclosure, they should speak directly to the designated safeguarding lead (DSL) or deputy DSL. The DSL is Mr G Tucker and the DDSL is Mrs S Badham



- 3.3. Volunteers should refrain from physical contact with pupils, and should use their judgement to determine when physical contact is appropriate. If physical contact with pupils is required, volunteers should ask for a pupil's consent before touching them.
- 3.4. Volunteers must not form personal relationships with pupils, either inside or outside of school, with whom they do not already have a personal relationship. This includes:
  - 3.4.1. Exchanging contact information
  - 3.4.2. Making contact with pupils outside of school, including on social media
  - 3.4.3. Arranging to meet pupils outside of school
  - 3.4.4. Alerting the DSL if a pupil develops an infatuation with them
- 3.5. Volunteers should not take or share photos of pupils unless instructed to do so by their supervisor.

#### **4. Health and safety**

- 4.1. Volunteers must abide by the school's health and safety and first aid policies. Volunteers are not to administer first aid, except in an emergency where none of the designated first aiders are available.
- 4.2. Volunteers must be familiar with the school's fire safety and emergency evacuation procedures.
- 4.3. Volunteers must sign in and sign out at the beginning and end of every visit, and must wear a visitor badge at all times.

#### **5. Confidentiality**

- 5.1. Information about pupils, parents and staff at the school is confidential, and should not be shared with anyone else. Volunteers shouldn't discuss pupils with parents or other children. If parents approach volunteers for information, they should be directed to speak to a class teacher or the headteacher.

Failure to adhere to this code of conduct may result in the termination of the placement. In more serious cases, misconduct will be treated in line with the school's staff disciplinary procedures.

Please sign and date below:

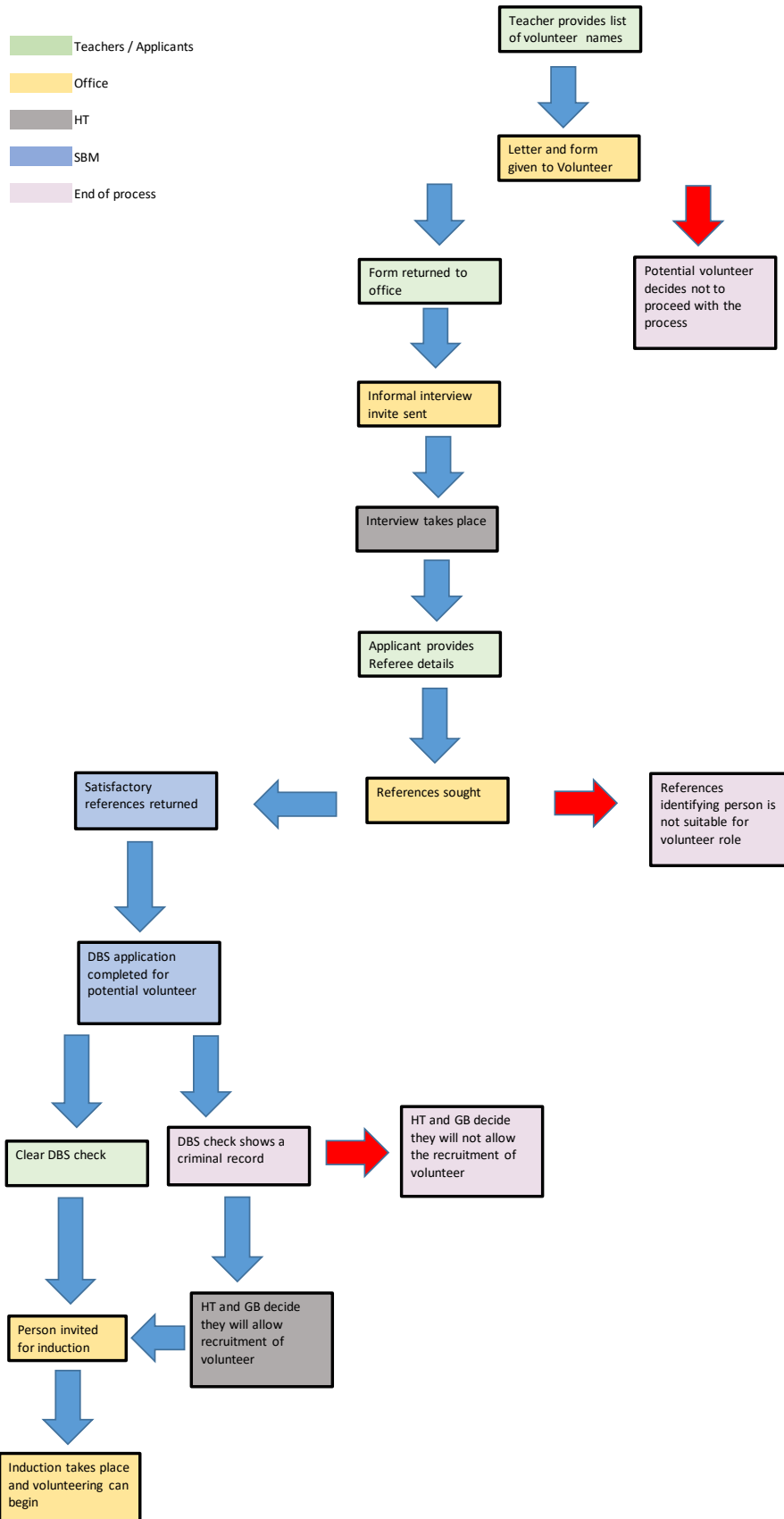
Name:

Signature:

Date:

## Appendix 3

**Volunteer Recruitment Flowchart**



| Safeguarding Policies                               | Policies currently allocated to Premises- December 2017 which have a Safeguarding element |
|---|---|
| Acceptable Use                                      | Accessibility Policy, Audit and Plan  |
| Allegations against Staff                           | Anaphylaxis Awareness and Monitoring  |
| Anti-Bullying                                       | Disability Discrimination Policy and Plan   |
| Attendance  | Business Continuity Plan  |
| Bereavement   |   |
| Children in Care                                    | Emergency Asthma Inhaler Policy   |
| Children with Health Needs Who Cannot Attend School |   |
| Code of Conduct                                     | Fire Risk Policy and Risk Assessments   |
| Complaints  | Health and Safety Policy  |
| Cyber Security                                      | Lone Working Policy   |
| Educational Visits                                  | Lettings Policy   |
| Equality  | Security Policy   |
| Flexi-Schooling policy                              | Records Management Policy   |
| Governor's Behaviour Statement                      |   |
| Intimate Care                                       |   |
| Lockdown  |   |
| Online Safety                                       |   |
| Preventing Radicalisation                           |   |
| Recruitment and Selection                           |   |
| Recruitment of Ex-Offenders                         |   |
| Relationship and Behaviour                          |   |
| Restrictive Physical Intervention                   |   |
| Safeguarding and Child Protection                   |   |
| SEN   |   |
| Supporting children with medical needs              |   |
| Volunteers in School                                |   |