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Volunteer Policy

Vision and Values

We are a caring Church school rooted in the heart of our community. Through living out our Christian values we enable our children to develop and experience "life in all its fullness." John 10:10

Perseverance

Aspiration

Respect

Responsibility

Kindness

Courage

Our vision, values and ethos are the basis for the development of the whole child academically, emotionally, morally, socially and spiritually. Everything we do is based on the teachings of Jesus. We encourage children to consider how we model our values through our actions and thereby to develop the attributes that enable them to develop as reflective learners and citizens who will make a successful contribution to society.

The distinctive Christian ethos of our school can be seen through all that we do in school - through our daily Collective Worship, through the opportunities that children have to explore the wonders of the world around them, and through the way that we help our children to develop as individuals who respect each other, themselves and all other members of the school community.

Volunteer Policy

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

Introduction

Our school benefits from developing well planned, active parental and community links. Participation by adults in the activities of the school on a voluntary basis helps to achieve

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this. Albourne CEP School believes that volunteers are a welcome resource for helping to raise children's achievement by supporting the work of teaching staff in delivering the curriculum to all pupils. Volunteers bring with them a range of skills and experience which can enhance the learning opportunities of all children without encroaching on the professional teaching responsibilities of the class teacher.

Aim

The aim of this policy is to establish expectations for both staff and volunteers regarding the work undertaken by volunteers and their conduct whilst in school.

Categories of Volunteers

Volunteers could include any of the following (this list is not exhaustive):

- Members of the governing body
- Parents, carers, older siblings or grandparents of pupils
- University students and students on work experience or placement
- Ex-members of staff
- Local residents and friends of Albourne CEP
- Staff family members
- Clergy, staff and members of our parish churches, The Point Church and Hurst College

Types of Activities

Activities volunteers may be engaged in could include any of the following:

- Hearing children read
- Working with small groups of children
- Working alongside individual children
- Undertaking art and craft activities with small groups of children
- Working with children on computers
- Preparing resources for a future lesson
- Accompanying school visits
- Escorting children on local walks and to swimming lessons at Hurst's swimming pool
- Running or assisting with an after school club
- Social activities such as running a disco
- Fund raising activities such as running a cake stall or Summer Fair
- Helping at lunchtime

Becoming a Volunteer

Anyone wishing to work as a volunteer who will be in school on a regular basis or a one-off occasion, for example, completing a work placement will be given a **Volunteer Application Pack** from the school office. This must be completed and returned with the necessary original Identity documents to facilitate a DBS (Disclosure and Barring Service) clearance check. Where the volunteering is a placement linked to a course of study the cost of the DBS (if required) will be met by the volunteer (or his/her/their college) unless a portable DBS has been activated.

Only when a clear enhanced DBS has been received by the school, will the Headteacher (or staff member with delegated responsibility) interview the potential volunteer and agree an appropriate opportunity/ opportunities.

A regular day and time (where appropriate) will be agreed.

The applicant will be required to sign a copy of the volunteer's form, confirming that they will adhere to all relevant policies and procedures including the school's Safeguarding and Child Protection Policy and Confidentiality policy.

An entry will be made on the school's **Single Central Record** and a file maintained with the confidential details of the volunteer.

The exceptions to this are:

- Work experience students or university placements who apply via their educational establishment where the educational establishment will provide evidence to the school of all necessary safeguarding checks have been carried out before the student arrives at Albourne CEP School. The student will be expected to sign a confidentiality agreement, share their DBS certificate with the business manager and will not be placed in a class with any family connection.
- One-off volunteers i.e. assisting with a school walk, a fund raising event or a school visit will not require a DBS. The school will ensure these volunteers do not have sole responsibility for a group of children or provide any form of intimate care.

If there is any doubt as to the level of checks required, a decision should be sought from the Headteacher.

Information on the Role of a Volunteer

All volunteers should have access to this policy. Volunteers should also have access to the following policies in the Volunteer Pack, as well as being available from the school's website www.albournecep.co.uk or from the school office:

- Health and Safety Policy
- Staff Code of Conduct
- Data Protection Policy
- Safeguarding Policy
- Keeping Pupils Safe in Education Part 1 and Part 5
- Equal Opportunity Policies
- Positive Behaviour Policy
- ICT Acceptable Use Policy (where regular access to the school's computer network is necessary)
- Confidentiality Policy

School vision and values

All adults who work in school are expected to work and behave in such a way as to promote our school vision and values, see above.

Volunteers' Expectations from School

Volunteers in school should expect to:

- be recognised for their valuable contribution to the learning experience for the children they support
- be assigned worthwhile tasks
- have access to any school policies or procedures that are relevant to their role

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- have access any training that is necessary for the success of their activities.

School's Expectations from Volunteers

School expects all volunteers to:

- Adhere to the name protocol for staff, i.e.title and surname e.g. Mrs Claxton
- Adhere to the school's
 - Health & Safety Policy,
 - Safeguarding Policy,
 - Data Protection Policy,
 - Code of conduct regulations and
 - ICT Acceptable Use (where appropriate).
 - Equal Opportunity Policies
 - Positive Behaviour Policy
 - Confidentiality Policy
- Read and work within the Keeping Pupils Safe in Education Part 1 and Part 5
- Work under the supervision and direction of staff.
- Be role models for the children they work with e.g. please think about the language and gestures used.
- Wear appropriate, smart but casual dress in line with the schools Dress Code.
- Refer any behavioural or safeguarding concerns to the class teacher and not to attempt to deal with any such issues themselves.
- Commit to a regular window of time (where appropriate) to allow teachers to plan activities to include the volunteer.
- Advise school as soon as possible when it is not possible to attend.
- Be familiar with the school evacuation procedure and follow staff instruction.
- Disclose any information of a criminal nature straight away to the headteacher.

Safeguarding

All volunteers working regularly in school must undertake a short safeguarding induction before commencing their voluntary role and undertake basic Safeguarding and Child Protection Training, Prevent Training and Health and Safety overview.

Security

All volunteers must sign in and out of school and wear a visitor badge for the duration of their volunteering session.

Complaints Procedure

Any complaints made by a volunteer or about a volunteer will be referred to the Headteacher (or a delegated staff member) for investigation.

The Headteacher (or delegated staff member in her absence) reserves the right to take the following action:

- To speak with a volunteer about the complaint or behaviour and seek reassurance it will not be repeated.
- Offer an alternative placement or activity for a volunteer.

- Inform the volunteer that volunteering at the school has been terminated or that a placement has been withdrawn.

Volunteer Application Form

Registration Form for Voluntary Helpers at Albourne CEP School with Disqualification Requirement for Early and Later Years

You will appreciate that the School must be particularly careful to enquire into the background of individuals who have access to pupils at the school. The school keeps a record of all persons who carry out voluntary work at the school. You are asked, therefore to complete the details below and return it to the school. In accordance with Keeping Children Safe in Education. If, as a voluntary helper, you have **regular unsupervised contact** with the pupils then it will be necessary for a Disclosure and barring check, including a:

Barred List check, to be made on you.

Title(Mrs/Miss/Ms/Mr/Dr/Revd or other please state) _____

Surname _____

Previous Name(s) _____ **Date of Birth** ____/____/____

Forename(s) _____

Address

Telephone No. _____

Have you lived abroad anytime in the last 5 years? **Yes/No**
If "yes" please give details overleaf.

Relevant Experience: e.g. Education, Training, Employment or Voluntary Work.

Why would you like to volunteer at the school?

Are you related to, or have a connection with, any member of staff, governor or pupil at the school? Yes / No (please delete as appropriate)
If yes, what is the relationship or connection?

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DBS check

I consent to a Disclosure and Barring and Barred List check being made on me if I will have regular unsupervised contact with pupils and this form being held by the school as a record that appropriate checks have been carried out. This will be booked in with Mr Copping, the School Business Manager

Documentation Required

The applicant must be able to show:

- one document from Group 1, below
- two further documents from either Group 1, or Group 2a, or 2b, below

At least one of the documents must show the applicant's current address.

If the applicant isn't a national of the UK and is applying for voluntary work, they may need to be fingerprinted if they can't show these documents.

Group 1: (Primary Identity Documents)

- Passport
- Biometric Residence Permit
- Current Driving License photocard (full or provisional)
- Birth certificate (issued within 12 months of birth)
- Adoption certificate

Group 2a (Trusted Government Documents)

Current Driving License (outside uk)
Current Driving License (paper version)
Birth Certificate – issues after time of birth
Marriage/civil partnership certificate

Disqualification and Disqualification by Association

I confirm that I am not disqualified from working with children in Early or Later Years settings (up to age 11) and, to the best of my knowledge, no one who lives or works in the same household as me is disqualified. I understand and accept that I must inform the Headteacher immediately if I become disqualified or if I become aware that anyone who lives or works in my household becomes disqualified.

Signed Date _____ **Print Name** _____

FOR SCHOOL USE Section 1 or section 2 must be completed
1 Regular unsupervised contact with pupils

DBS application made Date_____

Signed _____

DBS Clearance received Date _____

Signed _____

Or

No regular unsupervised contact with pupils Date _____

Signed _____

Confidentiality Agreement

Whilst in school, it is possible that you may come in to contact with *confidential/sensitive information*. This may be concerning people with whom you have dealings outside of the school setting such as; parents, children, staff and other individuals representing the school. Please remember that any information that you are privy to whilst at this school is confidential and must remain so. This includes personal and social media interactions. If you have concerns regarding a breach of sensitive information or indeed, feel there is a matter which needs to be brought to the attention of the Headteacher, please contact the school office as soon as possible.

Below is a form acknowledging your agreement of the above statement. Please ensure that this form is returned as soon as possible. *The school views any breach of confidentiality as a very serious matter and will take appropriate action in the event of any such breach.*

Confidentiality Statement – Albourne CEP School

I have read, acknowledged and agree to abide by the above confidentiality statement.

Name: _____ Date: _____

Signature _____

Appendix 1

OFF-SITE VISITS VOLUNTEER AGREEMENT

School trips are an integral part of learning at our school 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 school trip.

Please read and return this form, and sign and return the helper's slip.

This is part of our school's risk assessment planning.

Role of the Volunteer Helper

- to be responsible and look after, in equal measure, all of the children in your group (NB parents are not normally given a group which includes their child. In exceptional circumstances this would be approved by the headteacher or deputy head before the visit or the leader of the visit during the visit.)
- 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 our school!
- 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

School staff expect volunteer helpers to:

- comply with all of the above whilst being under the direct line management of school 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 school staff

What is not permitted

- Volunteer helpers are not allowed to bring additional siblings on the school trip.
- Volunteer helpers are not allowed to re-organise school 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., ice-creams, biscuits, sweets – before, during or after the school trip.

- Volunteers are not allowed to touch or reprimand children but should speak to a school staff member if there are any difficulties. If you need to move a child or gain a child's attention always use their name and under no circumstances come into physical contact with a child.

First Aid

For each class on the school 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 items 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 school party, please telephone one of the members of staff on your contact list or telephone the school.

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.

Signed: _____ **Date :** _____