



## Volunteer Policy

Lead member of staff	Helen Williamson
Approval Level	Full Governing Body
Signed by	Nicola Waters, Chair of Governors
Date Approved	8 <sup>th</sup> February 2023
Next Review	Spring 2026

### 1. Introduction and aims

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 the Billingshurst Primary School's 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 (DfE)'s statutory safeguarding guidance, Keeping Children Safe in Education (KCSIE).

### 2. How we use volunteers

At Billingshurst Primary School, 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
- Support the fundraising work of the BPSCA

Volunteers will be allocated a role based on the needs of the children.

Volunteers may be:

- Members of the governing board
- Parents
- Former pupils
- Students on work experience
- Local residents
- Friends of the school/members of the BPSCA
- Local faith leaders

This is not an exhaustive list.

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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 Governing Body Code of Conduct.

### 3. How to apply to volunteer

To apply to be a volunteer:

- Email [office@billingshurstprimary.org.uk](mailto:office@billingshurstprimary.org.uk)
- Approach a senior leader, year leader or class teacher if you would like to ask about volunteering
- You will then be asked to complete an application form (see appendix 1)

### 4. Appointment of volunteers

Volunteers are appointed by a member of the Senior Leadership Team. Appointment and induction of new volunteers can take a few 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, if needed. 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.

Volunteers maybe asked for an interview if they are not already a parent or are known to the school.

### 5. 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 with a barred list check on all volunteers who:
  - Work with children whether supervised or unsupervised
  - Supervise or accompany groups of pupils on overnight residential visits
  - Volunteer for any role within the school
- 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, the Staff Code of Conduct and Low Level Concerns Policy.

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- 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
  - ICT and internet acceptable use
  - Online safety
  - Emotional Regulation (Behaviour Management)
- The screening and checks for volunteers will be stored on the Single Central Record. These details will be removed once the volunteer has stopped working in school.

### 6. Induction and training

Volunteers must complete appropriate training prior to beginning work at the school. This will always include safeguarding.

- Additional health and safety training will be given dependent on the nature of the role of the volunteer

Training requirements will be determined by the headteacher, or the appropriate member of staff.

**All volunteers** must have safeguarding training. Other training requirements will be based on the nature of the work the volunteer will be doing.

### 7. 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.

If volunteers have concerns, they should raise these with the appropriate member of staff. They should not discuss them with pupils or parents. This does not 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 Policy (and safeguarding guidance leaflet) and inform the designated safeguarding lead (DSL).

If concerns are related to whistleblowing, volunteers must follow the guidance in our confidential reporting (whistleblowing) policy.

### 8. Conduct of volunteers

Volunteers must comply with the code of conduct set out in appendix 2 of this policy.

### 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
- Remove details of volunteers from the single central record (SCR) once they no longer work at our school

Please refer to the school's Privacy Notice for Volunteers on the website.

### **12. Monitoring and review**

This policy has been approved by the governing body and will be reviewed every three years.

### **13. Links to other policies**

This volunteering policy is linked to our:

- Child protection policy and procedures
- Staff code of conduct and low level concerns policy
- Confidential Reporting (Whistleblowing) policy

**Appendix 1: Billingshurst Primary School volunteer application form**

Complete the application form in full.

**DATA PROTECTION NOTICE**

Throughout this form, we ask for some personal data about you. We'll only use this data in line with data protection legislation and process your data for one or more of the following reasons permitted in law:

- You've given us your consent
- We must process it to comply with our legal obligations

You will find more information on how we use your personal data in our privacy notice for volunteers.

**PERSONAL DETAILS**

<b>Name:</b>	
<b>Date of birth:</b>	
<b>Gender:</b>	
<b>Telephone number:</b>	
<b>Email address:</b>	
<b>Home address:</b>	

**DISCLOSURE AND BARRING SERVICE (DBS) INFORMATION**

The school 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 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>	Basic DBS / Standard DBS / Enhanced DBS / Enhanced DBS with barred list information

**DISCLOSURE AND BARRING SERVICE (DBS) INFORMATION**

**Date of check:**

**Certificate  
number:**

**When would you be available to volunteer?**

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>AM</b>					
<b>PM</b>					
<b>Before school</b>					
<b>After school</b>					
<b>Lunchtimes</b>					
<b>How many hours per week/month can you volunteer?</b>					
<b>Can you commit to at least 1 term?</b>					

**EXPERIENCE AND QUALIFICATIONS**

**Do you have experience working as a volunteer, especially with  
children? If yes, please include details in the box below.**

**Why would you like to volunteer at Billingshurst Primary School?**

## EXPERIENCE AND QUALIFICATIONS

**Do you have any particular skills, employment experience or hobbies you would like to share with the school? (For example, languages spoken, sports, scouting, etc.)**

**Do you have any relevant qualifications?**

## REFERENCES

**Your placement as a volunteer may be subject to satisfactory references. Please give the details of 2 referees who can comment on your suitability (e.g. employers, colleagues, teachers, etc.).**

**Name:**

**Name:**

**Relationship to you:**

**Relationship to you:**

**Address:**

**Address:**

**Telephone number:**

**Telephone number:**

**Email address:**

**Email address:**

**DISABILITY AND ACCESSIBILITY**

The school is committed to ensuring that applicants with disabilities or impairments receive equal opportunities and treatment.

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:



## Appendix 2: Billingshurst Primary School 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:
  - 1.1.1.1. Child protection
  - 1.1.1.2. ICT and internet acceptable use
  - 1.1.1.3. Online safety
  - 1.1.1.4. Mobile phones
  - 1.1.1.5. Data protection
  - 1.1.1.6. Health and safety
  - 1.1.1.7. Equality
  - 1.1.1.8. Whistle-blowing
  - 1.1.1.9. Emotional Regulation (behavior management)
- 1.2. Copies of the school policies are available online on the school website 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 volunteer co-ordinator, Mr David Timmins
- 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:
  - 2.3.1.1. Dressing in a way that is professional and appropriate to the work they are doing
  - 2.3.1.2. Refraining from using inappropriate language
  - 2.3.1.3. Setting an example for pupils by acting in a way that reflects the school's ethos and values
  - 2.3.1.4. Behaving in a way that is appropriate for the role they are undertaking
  - 2.3.1.5. 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 at the end of term 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.

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- 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 Helen Williamson and the deputies are David Timmins, Rebecca Hatrick, Georgi Daniels and Theresa Alford
- 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 alert the DSL if a pupil develops an infatuation with them, and 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:
  - 3.4.1.1. Exchanging contact information
  - 3.4.1.2. Making contact with pupils outside of school, including on social media
  - 3.4.1.3. Arranging to meet pupils outside of school
- 3.5. Volunteers should not take or share photos of pupils or use their mobile phones whilst in the school

### 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:

## Learning, Growing and Achieving Excellence Together

X

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Volunteer name (please print)

X

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Volunteer signature

X

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Date