



# Crossflatts Primary

## Volunteer Policy

Date policy last reviewed: January 2025

Signed by:

Nicola Bennett

Headteacher

Date: 08/01/2024

Mary Morgan

Chair of governors

Date: 08/01/2026

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## **Statement of intent**

| At Crossflatts Primary School we recognise and value the effort taken by volunteers who contribute towards our school.

This policy sets out the practices and procedures which will be followed when appointing, managing and supervising volunteers, as well as a code of conduct which all volunteers are required to comply with.

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## 1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018
- The Childcare Act 2006
- UK General Data Protection Regulation (GDPR)
- The Data Protection Act 2018
- DfE (2023) 'Keeping children safe in education 2024'
- DfE (2018) 'Disqualification under the Childcare Act 2006'

This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Complaints Policy
- Safer Recruitment Policy
- Recruitment and Selection Policy
- Data Protection Policy
- Staff Code of Conduct

## 2. Definitions

The following definitions apply for the purposes of this policy. For the purposes of this policy:

**“Volunteers”** are individuals who engage in an activity which involves spending time, unpaid (except for travel and other approved expenses), doing something which aims to benefit some third party, i.e. the school, and not a close relative.

**“Occasional volunteers”** are individuals who only accompany staff and pupils on one-off trips that do not involve overnight stays, or who volunteer at specific one-off events, such as sports days.

**“Regular volunteers”** are individuals who volunteer at the school:

- Three or more times in a 30-day period
- Once a month or more
- On an overnight stay.

A volunteer will be engaging in **“regulated activity”** if they:

- Will be responsible, on a regular basis in school, for teaching, training, instructing, caring for or supervising children.
- Will be working on a regular basis in a specified establishment, such as a school, or in connection with the purposes of the establishment, where the work gives opportunity for contact with children.
- Engage in intimate or personal care or healthcare or any overnight activity, even if this only happens once.

### **3. Recruitment**

Anyone who wishes to become a volunteer at the school, either on an occasional or more regular basis, will be required to submit a Volunteer Application Form to the school business manager.

#### **Occasional volunteers**

Occasional volunteers will be appointed at the headteacher's discretion and will not be required to go through the recruitment process. A written risk assessment will be conducted to determine what checks, if any, are required.

An occasional volunteer will always be supervised by a member of staff, unless the appropriate DBS checks have been obtained.

#### **Regular volunteers**

Regular volunteers will always go through the following recruitment process:

- The individual will be asked to have an informal discussion with a member of the SLT to ensure they are suitable for the role
- The appropriate safer recruitment checks will be undertaken
- The individual will be made aware of the roles and responsibilities they will be undertaking
- References will be sought
- An application form will be completed

#### **Safeguarding checks**

Under no circumstances will a volunteer on whom no checks have been obtained be left unsupervised or allowed to work in regulated activity.

The school will conduct a risk assessment and use its professional judgement to decide what checks are required. The risk assessment will consider:

- The nature of the work with children, especially if it will constitute regulated activity, including the level of supervision.
- What the school knows about the volunteer, including formal or informal information offered by staff, parents and other volunteers.
- Whether the volunteer has other employment or undertakes voluntary activities where referees can advise on their suitability.
- Whether the role is eligible for a DBS check, and if it is, the level of check required.

Details of the risk assessment will be recorded and any DBS checks applied for will be recorded on the school's Single Central Record.

If a volunteer will be working in regulated activity, an enhanced DBS check with children's barred list information will be required. The school will not request barred list information on a volunteer if they are supervised, as they are not considered to be engaged in regulated activity.

For volunteers who are not in regulated activity, but who have the opportunity to come into contact with pupils on a regular basis, it is at the discretion of the school to decide whether or not a DBS check is required. See Volunteer Risk assessment.

Volunteers will not be re-checked if they have already had a DBS check; however, the school will consider obtaining a new DBS check, at the level appropriate to the role, if there are concerns about a volunteer.

All checks will be conducted in line with the school's Safer Recruitment Policy.

## **4. Supervision**

If a volunteer is required to be supervised when undertaking an activity, who would otherwise be in regulated activity if not supervised, the school will ensure that:

- There is supervision by an individual who is in regulated activity.
- The supervision is regular and day-to-day.
- The supervision is reasonable in all the circumstances to ensure the protection of the pupils.

When determining what supervision is reasonable so that the volunteer would not be in regulated activity, the school will take the following factors into consideration:

- The ages of the pupils, including whether there is a large gap in their ages
- The number of pupils that the volunteer is working with
- Whether or not there are other staff members present during the activity
- The nature of the volunteer's work and the opportunity for contact with pupils
- How vulnerable the pupils are
- How many volunteers would be supervised by each member of supervising staff

## **5. Induction**

Volunteers will be required to read and agree to the Volunteer Agreement prior to starting their role at the school.

All volunteers will be required to make themselves familiar with school procedures as part of their induction, including the following:

- Child Protection and Safeguarding Policy
- Staff Equality, Equity, Diversity and Inclusion Policy
- Health and Safety Policy
- Fire Safety Risk Assessment
- Behaviour Policy
- Whistleblowing Policy
- Disciplinary Policy and Procedure
- Complaints Procedures Policy
- Online Safety Policy
- Data Protection Policy
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Volunteers will be provided with access to the above documents upon their induction.

Volunteers will be required to read Part 1 of 'Keeping children safe in education' as part of their induction.

All volunteers will be provided with a point of contact within the school who they can go to if they have any questions or issues they need to discuss.

## **6. Safeguarding**

Volunteers will be provided with safeguarding information as determined by the governing board, using a proportionate, risk-based approach.

The school will ensure that activities are planned properly and safely, and that volunteers are informed of these plans. The school will ensure that volunteers have access to a member of school staff, should they wish to discuss difficulties or report on issues that may arise.

All volunteers are required to be identified and located at all times. For this reason, the following process will be adhered to:

- Volunteers will sign in and out of the building at the school office
- Volunteers will wear a visitor's badge at all times
- The headteacher will be made aware of where the volunteer is working

Volunteers will be made aware that they must report any safeguarding concerns in line with the school's Child Protection and Safeguarding Policy. The identity of the school's DSL and any deputies will be made known to all volunteers.

Any safeguarding concerns or allegations raised regarding a volunteer will be dealt with in line with the Safeguarding Policy.

## **7. Health and safety**

Volunteers will be required to read the Health and Safety Policy prior to undertaking any activity on behalf of the school.

Volunteers will ensure that they are familiar with emergency procedures, e.g. evacuation, and of any health and safety procedures relating to the activity they will be undertaking, e.g. whilst in a trip.

If a volunteer notices any potential hazard which may put another individual at risk of harm, they will report this immediately to the class teacher or a member of the senior leadership team.

## **8. Absence**

Volunteers are required to inform the school office by 8:00am on the day they were due to attend if they are unable to attend at the agreed time.

Failure to inform the school on more than three instances may result in the volunteer being unable to attend the school on any further occasions.

If a volunteer is called away in the event of an emergency while volunteering, they will inform the class teacher or senior leader, and will sign out of the building before leaving the premises.

## **9. Confidentiality**

All volunteers will be required to act in line with the Volunteer Agreement.

Volunteers will not be permitted to discuss any confidential information regarding a pupil or member of staff with any other individual.

Information will be shared with volunteers on a need-to-know basis, and they will not have access to the school's records unless access is required to fulfil their role.

Any volunteer who breaches the confidentiality rules will be asked to leave the premises and will not be able to return to undertake any further activity.

There may be instances where a volunteer is required to pass information to a member of staff, such as if they notice a pupil being bullied or subjected to harm. Volunteers will report any concerns to a member of staff and are instructed not to notify the parents.

## **10. Complaints**

Any complaints made in relation to a volunteer will be managed in line with the school's Complaints Procedures Policy.

## **11. Monitoring and review**

The school will review this policy on an annual basis and will communicate any changes to all members of staff, existing volunteers and relevant stakeholders.

All volunteers will be required to read this policy prior to their attendance at the school.

The next review date for this policy is **October 2026**

## Volunteer code of conduct

All volunteers are expected to maintain high standards of behaviour and conduct when undertaking any activity at the school.

Volunteers will:

- Observe the high standards of behaviour and ethical conduct mandated by the school.
- Respect other volunteers, members of staff and pupils, and make them feel valued.
- Be approachable, pleasant and positive role models for pupils.
- Adhere to all school policies, including the Child Protection and Safeguarding Policy, Health and Safety Policy, Data Protection Policy, Anti-bullying Policy, and Behaviour Policy.
- Maintain confidentiality of personal information at all times, unless there is a need to report an issue to a member of staff.
- Treat all pupils and members of staff equally.
- Report any incident of challenging behaviour to the class teacher or a member of the senior leadership team
- Dress appropriately and behave in a manner which promotes healthy and safe working practices.
- Accept and follow directions from the supervisor and seek guidance through clarification where uncertain of tasks or requirements.
- Observe safe working practices which avoid unnecessary risks, apply reasonable instructions given by supervisors, and report any potential hazards in the workplace to the supervisor.
- Make proper use of the resources.
- Conduct work in a cooperative manner.
- Turn off mobile phones while on school premises.

Volunteers will not:

- Discipline pupils; if there are any problems, the class teacher or a member of the senior leadership team, will be informed immediately, and they will manage the situation.
- Shout at, hit, threaten or handle a pupil.
- Take photographs in school without the prior permission of the headteacher.
- Develop 'personal' or sexual relationships with pupils.
- Work with pupils when not in the proper physical or emotional state to do so, e.g. under medication which causes drowsiness, or under extreme stress which may impair judgement.
- Behave in an illegal, improper or unsafe manner, e.g. smoking or drinking alcohol.
- Share personal contact details with pupils or make personal arrangements to meet pupils outside school.
- Express any extremist or discriminatory views, or any views that would offend others.
- Make inappropriate jokes or remarks of a sexual, racial, intimidating, discriminatory or offensive nature.
- Behave in a manner which may bring the school into disrepute when representing the school.
- Give or receive (other than 'token') gifts, unless arranged through the headteacher, e.g. giving an outgrown sports kit, football boots or uniform to a pupil.

I, \_\_\_\_\_, **have read the code of conduct and agree to abide by the rules outlined in this policy.**

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

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

## Volunteer agreement form

This agreement form must be completed before you undertake any volunteer work at Crossflatts Primary School. In the first section, please write each piece of information in the relevant box on the right. In the second section, please tick each box on the right once you have read the corresponding policy – these policies can be accessed via the school website or by request from the school business manager. Please sign and date the first row of the third section.

<b>Name</b>	
<b>Name of staff member to whom you will report</b>	
<b>Number of times that you will volunteer in the school</b>	
<b>Dates that you will volunteer between (to be reviewed after one month)</b>	

<b>Please tick the appropriate box once you have read and understood the following documents</b>	
Behaviour Policy	
Anti-bullying Policy	
Child Protection and Safeguarding Policy	
Health and Safety Policy	
Data Protection Policy	
Staff ICT and Electronic Devices Policy	
Online Safety Policy	
Whistleblowing Policy	
Disciplinary Policy and Procedure	
Complaints Procedures Policy	

<b>I understand that I am a volunteer and will therefore not receive payment for my duties, other than agreed travel and other out-of-pocket expenses</b>			
<b>Signature of volunteer</b>		<b>Date</b>	
<b>Signature of supervisor</b>		<b>Date</b>	



# Crossflatts Primary School

## Volunteer Application Form

Crossflatts Primary School is committed to safeguarding and promoting the welfare of children and expects all employees and volunteers to share this commitment.

### APPLICANT'S PERSONAL DETAILS

<b>SURNAME</b>	
<b>FIRST NAME</b>	
<b>TITLE</b>	
<b>ADDRESS</b>	
<b>EMAIL ADDRESS</b>	
<b>MOBILE</b>	
<b>HOME</b>	
<b>Date of Birth</b>	

Why are you applying for voluntary work at Crossflatts Primary School. Please mention any skills or experience that you can bring to the role, and explain what you want to achieve from volunteering. Do you need to volunteer as part of college/university course Yes/No

Is your application in connection to an educational course? (please circle)

Yes/No

If you answered 'yes' to the above, please fill out the table below

Name of educational setting		Postcode	
Address			
Course details			
Qualification		Length of course	
Link tutor		Telephone	

Crossflatts Primary School is committed to safeguarding and promoting the welfare of children and expects all employees and volunteers to share this commitment. What does safeguarding mean to you?

Are you eligible to volunteer in the UK? Yes/No

Have you lived or worked outside the UK for 6 months in the last 5 years? Yes/No

Have you volunteered before? Yes/No If yes please provide details:

Do you have any relevant disability/health issue which may require adjustment or assisted support for your volunteering? Yes/No If yes please provide details:

Please fill out the sections below, providing accurate details of when and how long you are available for	
<p><b>I wish to work on the following school days (please tick):</b></p> <p><input type="checkbox"/> Monday</p> <p><input type="checkbox"/> Tuesday</p> <p><input type="checkbox"/> Wednesday</p> <p><input type="checkbox"/> Thursday</p> <p><input type="checkbox"/> Friday</p>	<p><b>I wish to work (please tick):</b></p> <p><input type="checkbox"/> A full day (<b>8:30</b>am – <b>3:30</b>pm)</p> <p><input type="checkbox"/> Mornings</p> <p><input type="checkbox"/> Afternoons</p>
<p><b>Please list any other requirements in terms of availability (e.g. specific times):</b></p> <div style="border: 1px solid black; height: 40px;"></div>	

do you have a child/children that attend Crossflatts Primary School?

<b>CHILD'S NAME:</b>	<b>CLASS:</b>
<b>CHILD'S NAME:</b>	<b>CLASS:</b>
<b>CHILD'S NAME:</b>	<b>CLASS:</b>

**REFERENCES:** Please provide two references, one employment reference and one character reference which should not be a family member or partner. Please provide referee details of any previous volunteering role, if applicable. Please let your referees know that we may contact them.

<b>EMPLOYMENT REFEREE</b>	
NAME	
ADDRESS	
TEL NO:	
OCCUPATION	
EMAIL ADDRESS	
<b>CHARACTER REFEREE</b>	
NAME	
ADDRESS	
TEL NO:	
OCCUPATION	
EMAIL ADDRESS	
Relationship to you	

<b>Emergency Contact 1 details (next of kin):</b>			
<b>Name:</b>		<b>Telephone number:</b>	
		<b>Relationship:</b>	
<b>Emergency Contact 2 details (next of kin):</b>			
<b>Name:</b>		<b>Telephone number:</b>	
		<b>Relationship:</b>	

**SAFEGUARDING VULNERABLE GROUPS ACT 2006**

Have you ever been the subject of any allegations in relation to the safety and welfare of children either substantiated or unsubstantiated?	Yes	No
If you have answered yes to the above question, you must supply details on a separate sheet of paper, place it in a sealed envelope marked confidential and attach it to your application form.		
I have attached details as requested	Yes	No

Have you ever qualified as a teacher? Yes/No If yes please provide your TRN.....

Please note that it is a criminal offence for a person that has been barred from working with children and young people to work or volunteer in a school.

#### REHABILITATION OF OFFENDERS ACT 1974

Please note that for any role in a school **you must declare any convictions (including bind overs and cautions)** regardless of whether or not they would be considered 'spent' in other circumstances.

Have you ever been convicted, bound over or cautioned of a criminal offence?	Yes	No
Are there any alleged offences outstanding against you?	Yes	No
If you have answered Yes to either of the questions above, please give details below or, if you prefer, attach details in a sealed envelope marked 'strictly confidential'		

#### DECLARATION

I declare that the information given on this application form is true and correct to the best of my knowledge and nothing has been omitted	
I declare that I am not disqualified from working with children or subject to sanctions imposed by a regulatory or professional body	
Signed	
Date	
Print name	

<b>If accepted, I understand that I will need to attend an induction meeting and will need to be aware of, and follow, all school policies</b>	
Signature of volunteer	
Date	

All successful candidates will be required to complete an enhanced disclosure form called the DBS, & may include a Barred List check.