


<h1>Volunteers Policy</h1>		 <b>Glengala</b> Primary School
<b>No:</b> 2019-POL-13	<b>Version:</b> 1.0	
<b>Date:</b> July 2019	<b>Owner/s:</b> Samantha Fleming (Policy Leader)	

## Purpose

To outline the processes that Glengala Primary School will follow to recruit, screen, supervise and manage volunteers to provide a child safe environment, and to explain the legal rights of volunteers.

## Scope

This policy applies to the recruitment, screening, supervision and management of all people who volunteer at our school.

## Definitions

*Child-related work:* work that usually involves direct contact (including in person, over the phone, written and online communication) with a child that is a central part of that person's duties. It does not include work that involves occasional contact with children that is incidental to the work.

*Closely related family member:* parent, carer, parent/carer's spouse or domestic partner, stepparent, parent/carer's mother or father in-law, grandparent, uncle or aunt, brother or sister, including step or half siblings.

*Volunteer worker:* A volunteer school worker is a person who voluntarily engages in school work or approved community work without payment or reward.

*School work:* School work means:

- Carrying out the functions of a school council
- Any activity carried out for the welfare of a school, by the school council, any parents' club or association or any other body organised to promote the welfare of the school
- Any activity carried out for the welfare of the school at the request of the principal or school council
- Providing assistance in the work of any school or kindergarten
- Attending meetings in relation to government schools convened by any organisation which receives government financial support

This is a broad definition and means that volunteers who participate in school community activities, such as fundraising and assisting with excursions, are legally protected (ie indemnified) from action by others in the event of an injury or accident whilst they are performing volunteer school work in good faith.

## Implementation of Policy

Glengala Primary School is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. Glengala Primary School recognises the importance of volunteers and recognises the valuable contribution that volunteers provide to our school community and the work that we do.

The procedures set out below are designed to ensure that Glengala Primary School's volunteers are suitable to work with children and are well-placed to make a positive contribution to our school community.

### **Becoming a volunteer**

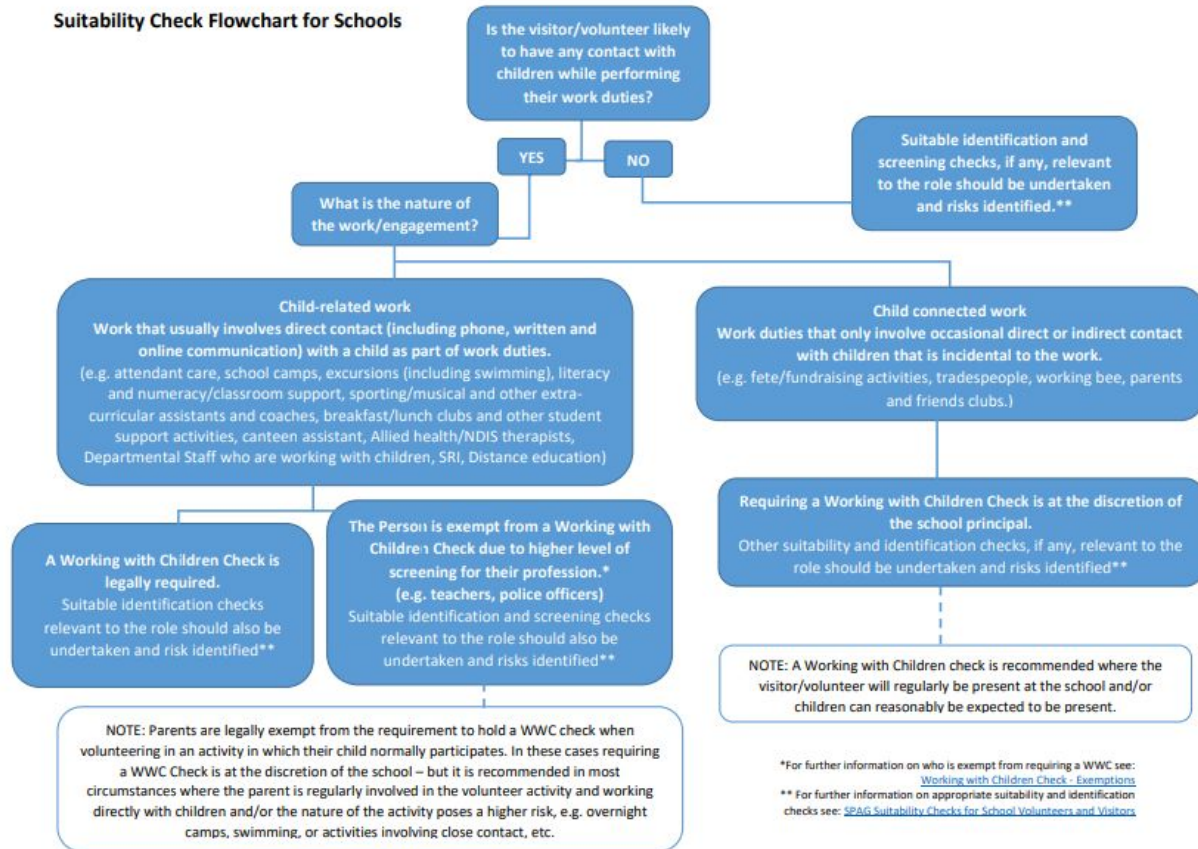
Members of our school community who would like to volunteer are encouraged to contact the staff member who has the role and responsibility for coordinating volunteers. This can be achieved by making contact through the office and requesting to speak to the staff member responsible for this area.

The School may also request volunteers to support operations for special events (such as school concert, excursions or swimming program), breakfast program, canteen duties, fundraising events, and learning space activities. Parent Volunteers for learning space events can be organised through Learning Space Teachers and Team Leaders. Community Volunteers for breakfast program, general volunteer duties must be approved through the Volunteer Co-ordinator.

### **Suitability checks including Working with Children Checks**

#### **Working with students**

Glengala Primary School values the many ways that volunteers assist our school community eg: in our learning spaces/with sports events/camps/excursions/school concerts/other events and programs. To ensure that we are meeting our legal obligations under the Working With Children Act 2005 (Vic) and the Child Safe Standards, Glengala Primary School is required to undertake suitability checks which may include a Working With Children Check, proof of identity, work history involving children and/or reference checks.



Considering our legal obligations, and our commitment to ensuring that Glengala Primary School is a child safe environment, we will require volunteers to obtain a WWC Check and produce their valid card to the office and Volunteer Co-ordinator for verification in the following circumstances:

- Volunteers who are not parent/family members of any student at the school are required to have a WWC Check if they are engaged in child-related work regardless of whether they are being supervised. *[This is a legal requirement under the Working with Children Check Act and must not be changed]*
- Parent/family volunteers who are assisting with any classroom or school activities involving direct contact with children in circumstances where the volunteer’s child is not participating, or does not ordinarily participate in the activity. *[This is a legal requirement under the Working with Children Check Act and must not be changed]*
- Parent/family volunteers who assist with excursions (including swimming), camps and similar events, regardless of whether their own child is participating or not
- Parent/family volunteers who regularly assist in school activities, regardless of whether their own child is participating or not
- Parent/community School Council members sitting on School Council with student School Council members, regardless of whether their own child is a student member or not.

The Principal may consider adding other categories where they would like to impose a requirement for a WWCC or other suitability check, relevant to your school context. In addition, depending on the nature of the volunteer work, our school may ask the volunteer to provide other suitability checks at its discretion (for example, references, work history involving children and/or qualifications). Proof of identity may also be required in some circumstances.

**Non child-related work**

On some occasions, parents and other members of the school community may volunteer to do work

that is not child-related. For example, volunteering on the weekend for gardening, maintenance, working bees, parents and friends club coordination, school council, participating in sub-committees of school council, fete coordination, other fundraising groups that meet in the evenings during which children will not be, or would not reasonably be expected to be, present. Volunteers for this type of work are not required to have Working with Children or other suitability checks as they are not engaged in child-related work and children are not generally present during these activities. However, Glengala Primary School reserves the right to undertake suitability checks, including proof of identity, Working with Children Checks, at its discretion if considered necessary for any particular activities or circumstances.

### **Management and supervision**

Volunteer workers will be expected to comply with any reasonable direction of the principal (or their nominee). This will include the requirement to follow our school's policies, including, but not limited to our Child Safety Policy / Statement of Commitment to Child Safety, our Child Safety Code of Conduct and our Statement of Values and Philosophy Policy and School Wide Positive Behaviour Matrix. Volunteer workers will also be expected to act consistently with Department of Education and Training policies, to the extent that they apply to volunteer workers, including the Department's policies relating to Equal Opportunity and Anti-Discrimination, Sexual Harassment and Workplace Bullying.

The principal has the discretion to make a decision about the ongoing suitability of a volunteer worker and may determine at any time whether or not a person is suitable to volunteer at Glengala Primary School.

Glengala Primary School will provide any appropriate induction and/or training for all volunteer workers. The principal (or their nominee) will determine what induction and/or training is necessary depending on what type of work the volunteer will be engaged in.

All volunteers will be provided induction in relation to Glengala Primary School's child safety practices, including reporting obligations and procedures. Our school has a Child Safety Reporting Obligations Policy which all staff and volunteers should be aware of. This training/induction will be directed by the Volunteer Co-ordinator.

The principal (or their nominee) will determine what supervision, if any, of volunteers is required for the type of work being performed.

### **Compensation**

#### **Personal injury**

Volunteer workers are covered by the Department of Education and Training's Workers Compensation Policy if they suffer personal injury in the course of engaging in school work.

#### **Property damage**

If a volunteer worker suffers damage to their property in the course of carrying out school work, the Minister (or delegate) may authorise such compensation as they consider reasonable in the circumstances. Claims of this nature should be directed to the principal who will direct them to the Department's Legal Division.

#### **Public liability insurance**

The Department of Education and Training's public liability insurance policy applies when a volunteer worker engaged in school work is legally liable for:

- a claim for bodily injury to a third party
- damage to or the destruction of a third party's property.

## Related Policies and Guidelines

Statement of Values and Philosophy

Visitors Policy

Statement of Commitment to Child Safety/Child Safe Policy

Child Safety Code of Conduct

## Review of this Volunteers Policy

History of Updates to Policy

Date	Comment (e.g. major review, minor review)
July 2019	Creation of Policy from the School Policy Portal and template Presented to community for consultation and feedback
August 2019	Presented to School Council for approval

## Review Date

This policy is required for VRQA accreditation.

This policy was published for consultation and feedback in July 2019 (Ed Sub committee).

This policy is to be approved by School Council in August 2019.

Date of next review: 2023 or earlier.