



Volunteer Policy

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 this. Isaac Newton Primary 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 at Isaac Newton 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, guardians, elder siblings or Grandparents of Pupils;
- Students on Work Experience or Placement;
- University Students;
- Ex-members of staff;
- Local residents;
- Staff family members;
- Volunteers from local business.

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;
- 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;

- Interviewing children on a governor visit;
- 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 completing a work placement should request a meeting with a senior member of staff at school (Headteacher, Deputy Headteacher or Assistant Headteacher). Such appointments can be booked at the school office. At the meeting with the senior member of staff you will go through the induction process for volunteers. You will then be given the information required to complete your DBS checks. Volunteers will only be allowed to commence with regular activities upon receipt of the DBS and clearance by a senior member of staff.

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 college).

The senior member of staff will arrange an appropriate placement. This will be in a class which has no family connection to the applicant. A regular day and time will be agreed and the applicant will be expected to sign all relevant documentation (such as the induction attendance form). An entry will be made on the school's **Single Central Record**.

The exceptions to this are:

- Work Experience Students or University Placements who apply via their educational establishment as it is expected that all necessary safeguarding checks have been carried out by the educational establishment before arriving at Isaac Newton Primary;
- One-off volunteers i.e. assisting with a school walk, a fund raising event or a school visit will not require a DBS. Care will be taken to 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 which are all available from the school's website www.isaacnewton.eschools.co.uk or from the Trusts website www.citacademies.co.uk

- Health and Safety Policy;
- Confidentiality Policy;
- Data Protection Policy;
- Safeguarding & Child Protection Policy;
- Equal Opportunity Policies;
- Behaviour Policy;
- ICT Acceptable Use Policy (where regular access to the school's computer network is necessary).

School Values

All adults who work in school are expected to work and behave in such a way as to promote our school values which are as follows:

Respect- To treat others as we would want to be treated, making sure that we are understanding of those who are different to ourselves.

Pride- To feel good about ourselves and to take pride in our work and our school- be proud to be part of Isaac Newton!

Responsibility- To take ownership of our actions and be responsible for making the right choices and the impact that they have on others.

Kindness- To think of others before ourselves especially those who are in need. Be thoughtful, friendly and considerate to all members of our community.

Resilience- To always try our best and to keep on going even when things get hard- learning only begins when we are not able to do something!

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;
- Access to any school policies or procedures that are relevant to their role;
- 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.
- Adhere to the school's Health & Safety Policy, Safeguarding Policy, Data Protection Policy, Confidentiality Policy and ICT Acceptable Use (where appropriate);
- Work under the supervision and direction of staff;
- Be role models for the children they work with;
- Wear appropriate, smart but casual dress (no jeans);
- Refer any behavioural or safeguarding concerns to the class teacher and not to attempt to deal with any such issues themselves;
- Use the staffroom but be reminded of school policies as stated above;
- Commit to a regular window of time 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 school evacuation procedure and follow staff instruction.

Volunteer helpers are not allowed to do the following activities:

- Take responsibility for all or some of the whole class;
- Change very young children, or supervise them changing Supervise children engaged in PE or other specialist activities Take children off the school site without a teacher in charge.

The responsibility for the health and welfare of the child remains with the class teacher at all times.

Induction of Volunteers

All volunteers within school will be subject to an induction prior to their commencement date. The induction will cover:

- Child Protection & Safeguarding Policy;
- Keeping Children Safe in Education Part 1 & 5;
- Identifying who the Designated safeguarding Lead is (DSL);
- Whistleblowing Policy;
- Reasons to volunteer;
- The need to be DBS checked;
- Signing in procedures;
- Confidentiality Policy;
- Use of the staffroom;
- The teacher having the ultimate say in any matters;
- Behaviour Policy;
- Health and safety (fire, hazards, chemicals, first aid and own health) Availability.

Security

All volunteers must sign in and out on the Visitor board 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 the placement has been withdrawn.