

Shottery St Andrew's CE Primary School



This policy is underpinned by our school vision based on the scripture,

*'Let your light shine before others,
that they may see your good deeds and glorify your Father in heaven.'*
Matthew 5:16

Volunteer Policy

Date adopted by Governors:	September 2026
Date for policy review:	September 2028
Person responsible for review:	Headteacher
Signed by Chair of Governors	

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 this.

Shottery Primary 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, guardians, elder siblings or Grandparents of Pupils
- Students on Work Experience or Placement
- University Students
- Ex-members of staff
- Local residents
- Staff family members
- Friends of Shottery St Andrew's CofE Primary School (FSSA)
- Local interest groups e.g. Royal Legion

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 Stratford upon Avon Leisure Centre
- 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 **Volunteer Application Pack** from the school office. This should be completed and returned with the necessary original Identity documents to facilitate a DBS (Disclosure and Barring Service) clearance check and for two references to be sought. 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) unless a portable DBS has been activated.

Only when two satisfactory references and a clear enhanced DBS has been received by the school, will the Headteacher (or staff member with delegated responsibility) interview the potential volunteer and an appropriate placement will be agreed. 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 for and adhere to all relevant documentation, including our Safeguarding and Child Protection Policy and our Confidentiality policy.

An entry will be made on the school's **Safeguarding Single Central Record** and a file maintained with the confidential details of the volunteer which will be retained by school for 7 years after the volunteer resigns from their volunteering responsibilities.

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 Shottery St Andrew's CofE Primary 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.

The school will assess each volunteer role individually to determine whether it constitutes regulated activity with children. From 1 September 2026, the supervision exemption no longer applies. A volunteer who teaches, trains, instructs, cares for or supervises children and meets the statutory criteria for regulated activity will be required to undergo an Enhanced DBS check with Children's Barred List information before commencing the role, regardless of whether they are supervised by a member of staff.

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

Regulated Activity

The Headteacher will determine whether a volunteer role constitutes regulated activity in accordance with current safeguarding legislation and Keeping Children Safe in Education.

Volunteers may be engaged in regulated activity where they:

- teach, train, instruct, care for or supervise children on a frequent basis;
- undertake activities that meet the statutory frequency criteria;
- participate in overnight activities involving children, including residential educational visits;
- have roles that otherwise meet the legal definition of regulated activity.

Where regulated activity is identified, the school will obtain an Enhanced DBS certificate including Children's Barred List information and record the relevant checks appropriately on the Single Central Record.

Information on the Role of a Volunteer

All volunteers should have access to this policy. Volunteers should also have access to the following policies as well as being available from the school's website <https://www.shotterystandrewsprimary.org.uk/> or from the school office

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

School Values

All adults who work in school are expected to work and behave in such a way as to promote our school SHINE values.

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 e.g Miss... Mr...
- Adhere to the school's Health & Safety Policy, Safeguarding Policy, Data Protection Policy, Staff Code of Conduct regulations and ICT Acceptable Use (where appropriate).
- Read and work within the Keeping Pupils Safe in Education Part 1
- 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 clothing 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.
- 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.
- Annually disclose any information of a criminal nature.

Safeguarding

All volunteers will receive safeguarding induction appropriate to their role. This will include:

safeguarding and child protection procedures;

the identity of the DSL and Deputy DSLs;
reporting concerns;
staff code of conduct expectations;
online safety awareness;
Prevent awareness;
health and safety procedures.

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 the placement has been withdrawn.

Volunteer Application Form

Registration Form for Voluntary Helpers at Shottery St Andrew's CofE Primary 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, we ask Volunteers to give names and addresses of two 'professional' referees. Please provide these below. Where the school determines that a volunteer is undertaking regulated activity with children, an Enhanced DBS check including Children's Barred List information will be required.

Surname _____ Title _____
(Mrs/Miss/Ms/Mr)
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.

Referees: Two professional referees who can comment on your suitability to work with children are required

First Referee

Full Name: _____

Full Address: _____

_____ Tel No: _____

Job Title: _____ Relationship to Applicant: _____

Second Referee

Full Name: _____

Full Address: _____

_____ Tel No: _____

Job Title: _____ Relationship to Applicant: _____

DBS check

I consent to a Disclosure and Barring Service check, including Children's Barred List information where required, should the school determine that my role involves regulated activity with children.

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 8). 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 must be completed

1 working in a role requiring safeguarding checks under current legislation

DBS application made Date Signed

DBS Clearance received Date Signed

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.

The school will assess safeguarding requirements for all volunteers assisting with educational visits. Volunteers participating in residential visits or overnight activities may be undertaking regulated activity and may therefore require an Enhanced DBS check including Children's Barred List information prior to the visit.

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
- 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 we always use their name and under no circumstances are we to 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 box(es) 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 : _____