



VOLUNTEERS POLICY

Rationale:

- We believe that voluntary workers can make a significant contribution to the school community by giving their time and sharing their skills and expertise with others.
- Volunteers may have a wide range of interests and abilities that complement school programs, thus providing a wider range of interactions and experiences for students.

Aims:

- To maximise the number and variety of effective volunteers who contribute to our school.
- To provide volunteers with the support and recognition they deserve.

Implementation:

- Volunteers will be assessed for their suitability to work at the school by the Principal. This assessment will be made in relation to the skills and contributions being offered and after verification of the person's good character.
- Volunteers will be required to attend an interview with the Principal, (or delegate) complete induction training and sign both an agreement and confidential declaration form before they commence volunteer work.
- Volunteers offering to assist in programs where students are involved will be asked to provide:
 1. Details of qualifications, experience and other information relevant to the program
 2. Police check

The Principal's decision is final in determining who is eligible to work as a volunteer at the school. Any applicant not accepted for volunteer work will be advised in writing.

Sequence of Steps for Volunteers

1. Make informal contact with the school to ascertain school needs re volunteers
2. Apply to the school providing background information, referee details and signed confidential declaration and police check
3. Attend an interview with the Principal
4. Attend induction training
5. Sign agreement form (see **Appendix 1**)

The School's Responsibilities to Volunteers

- A staff member will be allocated to supervise a volunteer in each of the areas he/she works
- Accurate records will be kept of a volunteer's training and work details
- Volunteers will be provided induction training that will include
 1. Reporting abuse and neglect
 2. Occupational Health Safety & Welfare procedures
 3. Duty of Care responsibilities to students
 4. Confidentiality requirements
 5. Training specific to the area of volunteer work

The School's Responsibilities to Volunteers contd.

- Volunteers will be matched with work that is suitable to their skills, interests, time commitments and health status.
- Any changes to a volunteer's area of work or time commitment will be made with full consultation.
- Supervising staff will be available to discuss volunteers' concerns as they arise.
- Supervising teachers will meet their duty of care to students by not leaving a volunteer to work unsupervised with students.

Volunteers' Responsibilities

- The volunteer's most important responsibility relates to his/her duty of care to children. Students are a vulnerable group generally, due to their age and lack of experience. Their vulnerability increases if they are very young, if they have an intellectual or physical disability, if they are newly arrived in Australia with English as a second language or if they experience emotional / physical neglect.
- For volunteers, respecting the rights of children means they must **not**:
 1. Work unsupervised with students
 2. Be involved in toileting students or assisting with change rooms / sickrooms
 3. Have unsupervised contact with students during break times
 4. Encourage affection from or dependency in students eg: by giving presents
 5. Have intentional physical contact with students (the supervising staff member will provide comfort / first aid to a distressed student)
 6. Display bullying or intimidating behaviours towards students.
- Volunteers **must**:
 1. refer all student concerns or behaviour issues to the supervising teacher
 2. refer all requests to access school files to the supervising teacher
 3. sign the time book for volunteers on arrival and departure
 4. wear the provided name badge at all times
 5. notify the school as early as possible if they are unable to fulfil their volunteer commitment

Cancellation of Agreement

When concerns arise about volunteer, opportunities to remedy a problem or improve an area of concern will be offered wherever appropriate. A volunteer's agreement can be cancelled at the Principal's discretion and where the volunteer

1. Has no more suitable work available -
2. Fails to follow requirements outlined in the volunteer policy and elaborated through the induction training
3. Behaves towards students, parents or staff in a manner deemed inappropriate or improper
4. Repeatedly fails to meet commitments without notice to the school.
5. May be in violation of a legal order or document.

Evaluation:

- Volunteers working in the school will be trained
- All volunteers will have signed a volunteers agreement
- This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by Governing Council on....

17/6/2014



Appendix 1. PROCEDURES FOR THE MANAGEMENT OF VOLUNTEERS

SCHOOL VOLUNTEER AGREEMENT

As a volunteer atI agree to:

1. Work as a volunteer in the area/s of
2. Discuss any concerns in relation to school matters with the appropriate staff member or a member of the senior management of the school.
3. Keep all school related matters confidential and under no circumstances approach parents or community members in relation to issues arising at the school.
I understand that this is the responsibility of the Principal.
4. Abide by the terms and conditions detailed in the volunteer policy.

As a volunteer

- I have participated in an induction program and I understand my responsibilities regarding mandatory reporting, occupational health safety & welfare procedures, duty of care to students and confidentiality. I have also received training specific to my area of volunteer work.
- I understand that if I breach any of the above agreements my services as a volunteer may be terminated.

VOLUNTEER

SCHOOL PRINCIPAL (OR DELEGATE)

Signed

Signed

Name.....

Name.....

Date

Date