

# VOLUNTEERS POLICY

## **RATIONALE:**

At Amsleigh Park Primary School we greatly value the participation and contribution of the many volunteers who support our school. We acknowledge that the participation of volunteers is vital to the provision of many learning opportunities. We are committed to implementing and following practices which protect the safety and wellbeing of children, our staff and volunteers. We also ensure that we meet the obligations of Ministerial order 1359 related to the Child Safety Standards.



## **Help for non-English speakers**

If you need help to understand the information in this policy please contact the school general office on 9544 1553 or via email: [amsleigh.park.ps@education.vic.gov.au](mailto:amsleigh.park.ps@education.vic.gov.au)

## **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.

## **GOAL:**

- ❖ To outline the processes that Amsleigh Park 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.

## **GUIDELINES:**

Amsleigh Park Primary School is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. The procedures set out below are designed to ensure that Amsleigh Park Primary School's volunteers are suitable to work with children and can make a positive contribution to our school community.

### **Becoming a volunteer**

Members of our school community who would like to volunteer are encouraged to be involved in the range of learning programs or school events that require adult support such as excursions, incursions, camps,

swimming, special event days, school disco, Mother's day stall, Father's day stall and community nights. Generally, there will be a call for volunteers unless we are seeking specific skills or experiences for activities such as school camps.

### COVID-19 vaccination information

Our school follows Department of Education and Training policy with respect to the requirements relating to attendance on school sites and COVID-19 vaccinations.

For further information, refer to:

- [COVID-19 Vaccinations – Visitors and Volunteers on School Sites](#)

### Suitability checks including Working with Children Clearance

#### *Working with students*

- ❖ Amsleigh Park Primary School values the many volunteers that assist in the many school activities. To ensure that we are meeting our legal obligations under the *Working With Children Act 2005* (Vic) and the Child Safety Standards, Amsleigh Park Primary School is required to undertake suitability checks which may include a Working With Children Clearance, proof of identity, work history involving children and/or reference checks.
- ❖ Where prospective volunteers are required under the law and this policy to have a WWC Clearance, the principal has the discretion to accept evidence of a WWC Clearance application in order to commence volunteer work, provided the volunteer provides the school with evidence of the application outcome (clearance or exclusion) as soon as practicable after the applicant receives it.
- ❖ Considering our legal obligations, and our commitment to ensuring that Amsleigh Park Primary School is a child safe environment, we will require volunteers to obtain a WWC Check and produce their valid card to our school office 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 Clearance if they are engaged in child-related work regardless of whether they are being supervised.
  - **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.
  - **Parent/family volunteers** who assist with excursions (including swimming), camps, school disco 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
- ❖ 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.
- ❖ To be a volunteer at Amsleigh Park Primary School a valid Working with Children Card provided by the Department of Justice is required. This card is:
  - Valid for 5 years
  - Transferable between volunteer organisations
  - Free of charge for volunteers, but cannot be used for paid employment.

**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, 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 Clearance or other suitability checks as they are not engaged in child-related work and children are not generally present during these activities. However, Amsleigh Park Primary School reserves the right to undertake suitability checks, including proof of identity, Working with Children Clearances, at its discretion if considered necessary for any particular activities or circumstances.

**Training and induction**

Under the Child Safe Standards volunteers must have an appropriate induction and training in child safety and wellbeing.

To support us to maintain a child safe environment, before engaging in any work where children are present or reasonable likely to be present, volunteers must familiarise themselves with the policies, procedures and code of conduct referred to in our Child Safety Induction Pack and ensure the actions and requirements in these documents are followed when volunteering for our school.

All volunteers will be required to complete a declaration to verify they have completed their induction.

**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, our Child Safety Code of Conduct and our Statement of Values and School Philosophy.

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 (or their nominee) will determine the level of school staff supervision required for volunteers, depending on the type of work being performed, and with a focus on ensuring the safety and wellbeing of students.

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 Amsleigh Park Primary School.

**Privacy and information-sharing**

Volunteers must ensure that any student information they become aware of because of their volunteer work is managed sensitively and in accordance with the [Schools' Privacy Policy](#) and the Department's policy on [Privacy and Information Sharing](#).

Under these policies, student information can and should be shared with relevant school staff to:

- support the student's education, wellbeing and health;
- reduce the risk of reasonably foreseeable harm to the student, other students, staff or visitors;
- make reasonable adjustments to accommodate the student's disability; or
- provide a safe and secure workplace.

Volunteers must immediately report any child safety concerns that they become aware of to a member of staff to ensure appropriate action. There are some circumstances where volunteers may also be obliged to disclose information to authorities outside of the school such as to Victoria Police. For further information

on child safety responding and reporting obligations refer to: *Child Safety Responding and Reporting Obligations (including Mandatory Reporting) Policy and Procedures*.

### **Records management**

While it is unlikely volunteers will be responsible for any school records during their volunteer work, any school records that volunteers are responsible for must be provided to the Business manager or principal to ensure they are managed in accordance with the Department's policy: [Records Management – Schools](#).

### **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.

### **COMMUNICATION**

This policy will be communicated to our school community in the following ways

- Available publicly on our school's website
- Included in induction processes for relevant staff
- Discussed in an annual staff briefing/meeting
- Made available in General Office in hard copy

### **RELATED POLICIES AND RESOURCES**

- ❖ This policy should be read in conjunction with the following policies:
  - Child Safe Environments Policy
  - Child Safe Environments Code of Conduct
  - School Statement of Philosophy and Values

### **ACHIEVEMENT MEASURES**

- ❖ This policy will be reviewed at least annually or more often if necessary due to changes in legislation or circumstances

### **STATUS:**

Reviewed: March 2021

Consultation: March 2021

Next Review: March 2024

This policy will be reviewed every 3 years, unless there are any legislative changes.