



SPARKEN HILL
ACADEMY

Volunteers Policy

Adopted: September 2015

Reviewed: Bi-annually

Review Date: Sept 2027

VOLUNTEER WORKING AT SPARKEN HILL ACADEMY POLICY

The school's volunteer policy is part of the school's safeguarding systems.

Introduction

Volunteers at our Academy bring with them a range of skills and experience that can enhance the learning opportunities of pupils. The school therefore, welcomes and encourages volunteers from the local community.

Our volunteers include:

- Members of the Governing Body
- Parents of pupils
- Ex-pupils
- Students on work experience
- University students
- Ex-members of staff
- Local residents
- Friends of the school

The types of activities that volunteers engage in, on behalf of the school, include:

- Hearing pupils read
- Working with small groups of pupils to assist them in their learning
- Working alongside individual pupils, as an additional tutor
- Accompanying school visits

Safeguarding

Sparken Hill Academy is committed to safeguarding pupils, young people and vulnerable adults and expect its volunteers to share that commitment.

Becoming a Volunteer

Anyone wishing to become a volunteer, either for a one-off event such as a school visit or on a more regular basis, e.g. hearing pupils read, usually approaches the Class Teacher, Principal, Senior member of Staff or Community Team directly.

Volunteers should complete the Volunteer Application Form (Appendix 1) with their contact details, types of activities they would like to help with, and the times they are available to help.

Definition

Activity which is described as 'frequent' or 'intensive' covers the meaning given in the Safeguarding Vulnerable Groups Act 2006.

- 'frequent' – once a week or more often on an ongoing basis; and
- 'intensive' – three or more occasions in a 30 day period, or overnight (between 2am –6am).

Process for recruiting Volunteer who will be working frequently or intensively

A) The candidate/s attend the school for an informal discussion to ensure the applicant is suitable for the role

B) Enhanced DBS check undertaken

C) The volunteer will be made aware of the role and responsibilities they will be undertaking

D) If appropriate 2x references should be sought where the volunteer arrangement will continue on a regular basis.

E) Induction - school policies and documentation explained and issued.

F) Volunteer records to be kept in a central place within the school

Before starting to help in a school, a volunteer should complete the Volunteer Agreement (Appendix 2), which sets out the school's expectations of its volunteer and to confirm they have received a copy of this Agreement. The school will seek DBS clearance for a volunteer before they are left unsupervised with any pupils. This is not required where a volunteer is engaged in a 'one-off' activity.

Our School Aims

All adults / young people who work in our school, whether a paid member of staff, or a volunteer are expected to work and behave in such a way as to actively promote our school aims and educational purpose.

Confidentiality

Volunteers in school are bound by a code of confidentiality. Any concerns that volunteers have about the pupils they work with/come into contact with should be voiced with the designated supervisor and NOT with the parents of the child/persons.

Volunteers who are concerned about anything in the school, which may affect their work should raise the matter with the Principal or appropriate senior member of staff. Any information gained at the school about a child or adult should remain confidential.

Supervision

All volunteers work under the direction of a teacher or full-time member of staff. Teachers retain ultimate responsibility for pupils at all times, including the pupils' behaviour and the activity they are undertaking. Volunteers should have clear guidance from the designated supervisor as to how an activity is carried out/what the expected outcome of an activity is. In the event of any query/problem regarding the pupil's understanding of a task, behaviour or their welfare, volunteers must seek further advice/guidance from their designated supervisor.

Volunteers (including volunteer readers)

All regular volunteers in school (Parent helpers, Volunteer Readers) are DBS checked and recorded on our SCR.

Volunteers in school wear a GREEN LANYARD and are issued an access card for the times they visit and for the areas they work in.

Irregular volunteers (e.g. one off volunteers for trips etc.) may not be enhanced DBS checked. These are supervised at all times.

Health & Safety

The school has a Health & Safety Policy and this is made available to volunteers working in the school. An appropriate member of staff will ensure that volunteers are clear about emergency procedures (e.g. Fire Alarm Evacuation) and about any safety aspects associated with particular tasks (e.g. using D T equipment/accompanying pupils on visits). Volunteers need to exercise due care and attention and report any obvious hazards or concerns to the designated Supervisor/Principal.

Child Protection

The welfare of our pupils is paramount. To ensure the safety of our pupils, we adopt the following procedures:

- All volunteers are given a copy of the Volunteer Policy and asked to sign a Volunteer Agreement (Appendix 2)
- All of our volunteers must have been cleared by the Disclosure and Barring Service (DBS).
- Where a volunteer is engaged in a 'one-off' activity e.g. helping supervise a group of pupils as part of a class visit, no formal checks are required. However, such volunteers, who will be under the constant supervision of school staff, must read and sign our Off-Site Visit Agreement (Appendix 3).
- Any concerns a volunteer has, about child protection issues, should be referred to the designated supervisor or Head Teacher.

Complaints

Any complaints made about a volunteer will be referred to the principal or appropriate senior member of staff, for investigation. Any complaints made by a volunteer will be dealt with in the same way.

The principal or designated member of staff reserves the right to take the following action-

- To speak with a volunteer about a breach of the Volunteer Agreement and seek
- reassurance that this will not happen again
- Offer an alternative placement for a volunteer, e.g., helping with another activity or in
- another class
- Based upon the facts identified in the investigation it may be necessary for the
- School to inform the volunteer that the school no longer wishes to use them
- Provide the volunteer with a copy of the school's full Complaints Procedure

Monitoring and Review

This policy will be reviewed on a biannual basis.

VOLUNTEER APPLICATION FORM – FOR NEW VOLUNTEER

Name of Volunteer:

First Name.....Surname.....

Date of Birth:..... Address:

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Postcode..... Phone: Home.....

Mobile

What activities/ areas of the school's work would you like to help with? (If you are a student please include details of your course/placement requirements)

Are there any particular age groups/classes you would like to work with? (If you have relatives in school please give details of their year groups/classes).

PLEASE NOTE

Do you have any disabilities/other needs we need to take into account or adjustments we need to make to allow you to work as a Volunteer in School (please give details – continue overleaf if necessary)?

Please include the names and contact details of TWO referees who would be able to corroborate your details and act as a character reference.

Name	Address	

Thank you for taking time to complete this Volunteer Application Form.
PLEASE NOTE THAT YOU WILL HAVE TO SUCCESSFULLY UNDERTAKE A DBS CHECK AND
ATTEND A CHILDCARE DISQUALIFICATION BRIEFING.

Please hand it to the School Office, marked for the attention of Mr Lilley. Your offer of help is greatly appreciated and we will be in touch as soon as possible.

VOLUNTEER AGREEMENT

Thank you for offering your services as a volunteer at Sparken Hill Academy.

Your offer of help is greatly appreciated and we hope that you will gain much from your experience.

Please read and sign this Volunteer Agreement Sheet and hand it in at school. You will receive a copy of it for your records.

- I have received a copy of the School's Volunteer Policy
- I have received an induction meeting including PowerPoint Presentation "Volunteering at SHA"
- I agree to support the School's Aims
- I have received a copy of the Safeguarding Induction Booklet and have watched the Safeguarding Induction Video
- *(For regular visitors only)* I take receipt of an access card at each day of attendance (operative only for the agreed days / times of my visits). I agree to inform the school immediately should this be lost and agree to pay £5 for a replacement should this be necessary
- I agree to treat information obtained from being a volunteer in school as strictly confidential
- I understand that an enhanced Disclosure and Barring Service (DBS) check will be undertaken and I will be required to undertake a Childcare Disqualification Briefing.
- I have been made aware of who is my designated supervisor e.g., Class Teacher, Vice Principal, Principal

Name: _____

Signed: _____ Date: _____