



## **VOLUNTEER POLICY**

### **Whole school and EYFS**

The Head undertakes a formal annual review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than one year from the date shown below, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

Signed: Dr Pamela Edmonds

Date reviewed: August 2024

Date of next review: August 2025

### **Introduction**

Volunteers at Parsons Green Prep School bring with them a range of skills and experience that can enhance the learning opportunities of children at our school. We welcome and encourage volunteers from the local community. Our volunteers work closely with the school in support of our mission statement and aims.

### **Mission**

Parsons Green Prep School's mission is to be recognised as a leading day prep school that offers both a challenging and rich curriculum and a broad range of opportunity experienced within the context of a happy childhood.

### **Statement of Aims and Core Values**

PGP recognises that: *'How a child learns is as important as what a child learns'* and is therefore committed to offering all its pupils an excellent education, inspiring them to achieve their best within a rich, happy, safe and fulfilling school experience upon which will be built future success.

### **Our Aims and Values**

- To promote high standards of achievement by maximising each child's outcomes through the development of higher order skills and empowering our children to have an embedded Growth Mindset.
- To encourage each child to be adaptable and resilient to thrive in the global societies of today and tomorrow.
- To promote and develop key aptitudes of independence, collaboration, curiosity and leadership.
- To promote the values of individuality, inclusion and respect.
- To develop a sense of service to the community and social responsibility.
- To promote the importance of physical and emotional wellbeing.

### **Types of volunteers include:**

- parents of pupils
- ex-pupils
- pupils on work experience



- university students
- ex-members of staff
- local residents
- friends of the school.

**The types of activities that volunteers are engaged in include:**

- hearing children read
- working with small groups of children
- working alongside individual children
- undertaking art and craft activities with children
- running after-school clubs
- working with children on the computers
- accompanying school visits
- working in the library

**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 children read, must approach the Head directly.

**Risk Assessment**

A risk assessment will be completed for all volunteers and will consider:

- the nature of the work with children, especially if it will constitute regulated activity, including the level of supervision
- what the establishment knows about the volunteer, including formal or informal
- information offered by staff, parents and other volunteers
- whether the volunteer has other employment or undertakes voluntary activities
- where referees can advise on their suitability
- whether the role is eligible for a DBS check, and if it is, the level of the check, for volunteer roles that are not in regulated activity
- an enhanced DBS check including children's barred list information will be undertaken by the school for all volunteers who work in regulated activity with children, i.e. where they are unsupervised and teach or look after children regularly or on a one-off basis in the school
- Employers are not legally permitted to request barred list information on a supervised volunteer, as they are not considered to be engaging in regulated activity. Volunteers may need to be vetted according to appropriate regulatory safer recruitment checks.

A record of this risk assessment will be kept on file and the volunteer will be asked to sign an acceptance sheet (Appendix 2).

All regular volunteers will be required to have:

- an interview
- an induction to the school's policies and practices
- a note that no concerns have been raised by others in the school community.

**Confidentiality**



Volunteers must sign to say they have read and understood the school Data Protection Policy, Safeguarding Policy, Health and Safety Policy and the Volunteer Policy. Volunteers are requested to maintain confidentiality at all times relating to information disclosed to them relating to staff, children and parents whilst they are volunteering. Any concerns that volunteers have about the children they work with and come into contact with should be voiced with the Class Teacher or Head and NOT with the parents of the child/persons outside school.

Comments regarding children's behaviour or learning can be highly sensitive, and if taken out of context, can cause distress to the parents of a child if they hear about such issues through a third party rather than directly from the school. Volunteers who are concerned about anything another adult in the school does or says should raise the matter with the Head.

### **Supervision**

It is for the school to determine whether a volunteer is considered to be supervised. Where an individual is supervised, to help determine the appropriate level of supervision, the school will have regard to the KCSIE 2024 and statutory guidance issued by the Secretary of State (KCSIE 2024, Annex E). For a person to be considered supervised, the supervision must be:

- by a person who is in regulated activity relating to children
- regular and day-to-day, and
- reasonable in all the circumstances to ensure the protection of children

Volunteers work under the direction of the Class Teacher of the class to which they are assigned. Teachers retain responsibility for children at all times, including the children's behaviour and the activity they are undertaking. Volunteers should have clear guidance from the Teacher as to how an activity is carried out/what the expected outcome of an activity is. Volunteers are encouraged to seek further advice/guidance from the Teacher in the event of any query/problem regarding children's understanding of a task or behaviour.

### **Health and safety**

The school has a Health and Safety Policy and a Fire and Evacuation Policy, which are compulsory for any volunteers working in the school to adhere to. Class teachers ensure that volunteers are clear about all emergency procedures (e.g. fire alarm evacuation). Equally volunteers are provided with any risk assessments about any safety aspects associated with a particular task (e.g. using DT equipment/accompanying children on visits). Volunteers need to exercise due care and attention and report any obvious hazards or concerns to the Class Teacher or Head. Volunteers must not deal with any first aid, accident or medication situations.

### **Safeguarding children**

The welfare of our children is paramount. Under no circumstances will a volunteer on whom no safeguarding and recruitment checks have been obtained be left unsupervised or allowed to work in regulated activity.

To ensure the safety of our children, we adopt the following procedures:

- All Volunteers must sign to say that they have read and understood the Safeguarding Policy, Emergency procedure and Volunteer Policies and relevant risk assessments.



- All volunteers receive a copy of the latest Keeping Children Safe in Education (KCSIE) and must sign to say they have read and understood Part One: Safeguarding Information for All Staff of the document
- To ensure the safety of our children at all times, any volunteers that are unsupervised must have been cleared by the Disclosure and Barring Service.
- We seek references for our volunteers, except parent volunteers.
- If there is a concern about a staff member, including a volunteer, in relation to the safety of a child/children, the school's Safeguarding and Child Protection Policy will be followed which includes the 'Staff Low-level Concerns Policy' (see Appendix 11 in that policy).
- If an allegation of harm or posing a risk of harm is made about another member of staff, including a volunteer, or there is a safeguarding concern, the Head must be informed immediately. The school's safeguarding policy will be followed.

### **Complaints procedure**

Any complaints made about a volunteer will be referred to the Head for investigation. Any complaints made by a volunteer will be referred to the Head. Any complaint against a volunteer will adhere to the Complaints Policy for further investigation.



## Appendix 1

### VOLUNTEER INFORMATION SHEET FOR NEW VOLUNTEERS

Name of Volunteer:

Other names known by (including maiden names):

Address:

Phone:

Mobile:

Email:

DBS Check Number:

What skills/areas would you like to help with in school?

Are there any particular age groups/classes you would like to work with?

Do you have any disabilities/other needs we need to take into account when working as a volunteer in school? (please give details)

Thank you for taking time to complete this Volunteer Information Sheet. Please hand it to the Head. Your offer of help is appreciated and we will be in touch shortly.



## Appendix 2

### Guidance for parent volunteers for school trips

Thank you very much for volunteering to help our children on this trip.

These notes have been written to offer some guidance to parent helpers and reflect the school policy on educational visits.

- Please sign in at the school office and receive a parent helper badge.
- If you have any questions about a school trip, please see the Class Teacher.
- Dress appropriately for the destination and wear comfortable shoes.
- Parents may not always have their own child in their group.
- The teacher will give parent helpers a list of children for whom they are responsible.
- Take frequent head counts, particularly when moving to a new location. All children are told that they must stay with their group and the group adult at all times.
- If the trip involves a coach journey, please help the children in your group fasten and fit their seatbelts. Children are not allowed to eat or drink on the coaches. The Class Teacher has vomit bags, if needed.
- The Class Teacher leads the rules, routines and expectations for the day.
- Volunteers must not be involved with any personal care with children including going to the toilet and changing clothes unless they have an enhanced DBS certificate.
- Please help the teacher by ensuring that your group follows all instructions, e.g. when to eat and drink.
- Keep the children as engaged as you can, participate in the activities, and support the teacher and/or guides' decisions.
- Do not buy sweets, ice-creams or souvenirs for some children as others could feel they have missed out.
- The Class Teacher is responsible for **all** first aid and medication.
- Parents must not administer any first aid.
- If you need to leave your group for any reason, please inform the Class Teacher.
- If there is a medical or other emergency, let the Class Teacher know immediately. The Class Teacher is responsible for contacting the school and the child's parents in emergency situations.
- If parents are concerned about the behaviour of any child, please do not react and inform a member of staff straight away.
- Volunteers are asked to keep the same degree of confidentiality as in school. If you have any queries or problems concerning the trip, please talk to the Class Teacher or the Head on return from the trip.
- Volunteers must not compromise the safety of the children by disclosing information about the school trip on social media sites or to anyone outside of the PGP community.
- Volunteers must not take pictures of pupils when they are on school trips for safety reasons.

## Appendix 3

### VOLUNTEER ACCEPTANCE SHEET

I, \_\_\_\_\_, hereby sign that I have received, read and understood the Parsons Green Prep Safeguarding Policy and the Volunteer Policy and any relevant risk assessments (if applicable).

I confirm that I have received induction training in child protection and fire evacuation.

Signed: \_\_\_\_\_

Print name: \_\_\_\_\_

Dated: \_\_\_\_\_

**Appendix 4  
FOR VOLUNTEER**

**RISK ASSESSMENT**

<b>Name of Volunteer:</b>  <b>Activity:</b>  <b>Assessment Date and Signature:</b>							
<i>Activity/item or hazardous action</i>	<i>Hazard</i>	<i>Persons affected</i>	<i>Risk level</i>	<i>Action required</i>	<i>Date achieved</i>	<i>New risk level</i>	
A classroom volunteer is left in the classroom with the children on her/his own.	Children not being safe with the volunteer	Children	High	Under no circumstances should any Classroom volunteer be alone unsupervised with a child unless they have undergone safer recruitment and vetting checks. Staff are to be notified of the risk assessment document that is carried out on all volunteers.	Ongoing	Med	
Classroom volunteer left alone with a child in any area inside or outside school.	Children not being safe with the volunteer	Children	High	If a child asks to go to the toilet, classroom volunteers must take them to the Class Teacher rather than take themselves.	Ongoing	Low	
Children being injured	Classroom volunteers not having any First Aid training and being unaware of a child's particular medical condition.	Children	Med	The volunteer should be made aware of the first aid procedures that apply to them.	Ongoing	Med	



Classrooms not respecting the privacy and confidentiality which children and staff are entitled to have. Vetting checks as necessary	Breach of Confidentiality	All	High	Classroom volunteer s should not talk to other classrooms about the ability or behaviour of children they have been in contact with. This is the role of school staff.		
Safer Recruitment checks completed:						



## Appendix 5

### Definition of Regulated activity (KCSIE 2024)

The full legal definition of regulated activity is set out in Schedule 4 of the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012. HM Government has produced a Factual note on regulated activity in relation to children: Regulated activity includes:

- a. teaching, training, instructing, caring for (see (c) below) or supervising children if the person is unsupervised, or providing advice or guidance on physical, emotional or educational well-being, or driving a vehicle only for children;
- b. work for a limited range of establishments (known as 'specified places', which include schools and colleges), with the opportunity for contact with children, but not including work done by supervised volunteers.

Work under (a) or (b) is regulated activity only if done regularly. Some activities are always regulated activities, regardless of frequency or whether they are supervised or not. This includes:

- c. relevant personal care, or health care provided by or provided under the supervision of a health care professional:
  - personal care includes helping a child with eating and drinking for reasons of illness or disability or in connection with toileting, washing, bathing and dressing for reasons of age, illness or disability;
  - health care means care for children provided by, or under the direction or supervision of, a regulated health care professional.

Regulated activity will not be:

- paid work in specified places which is occasional and temporary and does not involve teaching, training; and
- supervised activity which is paid in non-specified settings such as youth clubs, sports clubs etc



## Appendix 6

