

VOLUNTEERS POLICY



PURPOSE

To outline the processes that Tallarook 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.

SCOPE

This policy applies to the recruitment, screening, supervision and management of all people who volunteer at our school.

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
- 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.

POLICY

Tallarook Primary School is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. Tallarook Primary School values the contribution of volunteers who support the school and enhance the educational programs provided.

The procedures set out below are designed to ensure that Tallarook Primary School's volunteers are suitable to work with children and are well-placed to make a positive contribution to our school community.

Becoming a volunteer

Members of our school community who would like to volunteer are to:

- Have completed a Volunteer/Parent Helpers Course at Tallarook Primary School.
- Complete the reply slip or expression of interest when the school appeals for volunteers to assist on specific events and return the completed form to the school.

It is at the Principal's discretion whether or not volunteers are required and, if more volunteer than are required, to determine who will be selected. This will be based on the skills and experience required on the camp, excursion or event.

Suitability checks including Working With Children Checks

Tallarook Primary School complies with the Working With Children Act 2005 (Vic). All volunteers are to have a current "Working With Children's Card."

The Child Safe Standards require appropriate screening measures/suitability checks be undertaken in relation to volunteers and visitors.

Working with students

Tallarook Primary School values the many volunteers that assist in our classrooms, with sports events, camps/excursions, school concerts/other events and programs.

To ensure that we are meeting our legal obligations under the *Working With Children Act 2005 (Vic)* and the Child Safe Standards, Tallarook Primary School is required to undertake suitability checks which may include a Working With Children Check, proof of identity, work history involving children and/or reference checks.

Considering our legal obligations, and our commitment to ensuring that Tallarook Primary School is a child safe environment, we will require volunteers to obtain a Working With Children Check and produce their valid card to Office Staff or the Principal for verification in the following circumstances:

- **Volunteers who are not parent/family members** of any student at the school are required to have a Working With Children Check 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 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
- **Principals** members, regardless of whether their 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.

Non child-related work

School Council members, volunteers on any sub-committee of School Council or volunteers who may not be in direct contact with students will still be asked to provide a valid Working With Children Check. Whilst we acknowledge that these volunteers will not be engaging in child-related work as part of their role, even when there is a student sitting on the School Council, we believe that it is important that our volunteers who are involved in making important decisions about our school which will have an impact on students do have a valid Working With Children Check.

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 Reporting Obligations Policy, Statement of Values and School Philosophy Policy, Student Engagement and Wellbeing Policy and Child Safe Standards. 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 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 Tallarook Primary School.

Tallarook Primary School will provide any appropriate induction and/or training for all volunteer workers. The Principal (or their nominee) will determine what induction and/or training is necessary depending on what type of work the volunteer will be engaged in.

All volunteers will be provided induction in relation to Tallarook Primary School's child safety practices, including reporting obligations and procedures. Our school has a Child Safety Reporting Obligations Policy which all staff and volunteers should be aware of.

The Principal (or their nominee) will determine what supervision, if any, of volunteers is required for the type of work being performed. Volunteers who are working directly with students will be under the supervision of a teacher at all times.

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.

RELATED POLICIES AND RESOURCES

Statement of Values and School Philosophy Policy
Statement of Commitment to Child Safety/Child Safe Policy,
Child Safety Code of Conduct

REVIEW CYCLE

This policy was last approved by School Council on 12 November 2019 and will be reviewed and updated to take account of new laws and technology and the changing school environment, when required.

Ratified: 12 November 2018

Reviewed November 2022