

Yarra Junction Primary School

School Number: 3216



VOLUNTEERS POLICY

Principal: Lisa Rankin

School Council President: Jason Rush

Policy last reviewed	07/07/2022
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Approved by School Council President	<i>Jason Rush 26/07/22</i>
Approved by Principal:	<i>Lisa Rankin 26/07/22</i>
Review Date <small>[Mandatory minimum requirement 2 years]</small>	26/07/2024

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Yarra Junction Primary School's vision: to develop each child's social, emotional and academic growth by promoting our students to be creative, curious and critical thinkers within an engaging and connected learning environment.

Vision Statement: We care, We inspire, We Achieve

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VOLUNTEERS POLICY

PURPOSE

To outline the processes that Yarra Junction 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

[Note: The definitions below are based on the relevant legislation/ Ministerial Order]

Child-connected work: work authorised by the school governing authority/provider of a school boarding services and performed by an adult in a school or school boarding premises environment while children are present or reasonably expected to be present.

Child-related work: As defined by the *Worker Screening Act 2020 (Vic)*, child-related work is 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 direct 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

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- 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.

POLICY

Yarra Junction Primary School is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. Yarra Junction Primary School recognises the valuable contribution that volunteers provide to our school community and the work that we do. Yarra Junction Primary school staff deems volunteer work as very important to the successful learning outcomes of our students, support to our teachers, links to our community and development and care of our buildings and grounds.

The procedures set out below are designed to ensure that Yarra Junction 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 encouraged to communicate with the school. This can include communicating with: The Principal, Administration staff or teachers.

We strongly encourage our parent/carer/grandparent community to volunteer at Yarra Junction Primary School.

Yarra Junction Primary School staff will communicate to parent/carer community via year level newsletters, compass posts, and direct communication (personal/phone/email) with requests for volunteers. This communication will detail the volunteer work. Eg: listen to students read, contact readers, assist at a sports event etc.

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](#)

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Suitability checks including Working with Children Clearances

Working with students

Yarra Junction Primary School values the many volunteers that assist in our classrooms/with sports events/excursions/school concerts/other events and programs]. To ensure that we are meeting our legal obligations under the *Worker Screening Act* and the Child Safe Standards, Yarra Junction Primary School is required to undertake suitability checks which in most cases will involve asking for evidence of a Working with Children (WWC) Clearance. Additional suitability checks may also be required depending on the volunteer role, such as reference, proof of identity, qualification and work history involving children 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 check 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. This complies with the Worker Screening Act. Furthermore, the Principal will consider appropriate supervision of the volunteer, if this discretion is granted.

Considering our legal obligations, and our commitment to ensuring that Yarra Junction Primary School is a child safe environment, we will require volunteers to obtain a WWC Clearance and produce their valid card to our administration staff for verification in the following circumstances:

- Volunteers who are not parent/family members of any student at the school if they are engaged in child-related work regardless of whether they are being supervised.
[This is a legal requirement under the *Worker Screening Act*]
- 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. [This is a legal requirement under the *Worker Screening Act*]
- YJPS will request a WWC clearance for Parent/family volunteers who assist with excursions (including swimming) and similar events, regardless of whether their own child is participating or not, in circumstances where the parent/carer is leading a group on an excursion, transporting students or assisting students in preparation for/post swimming lessons.
- YJPS will request a WWC clearance for Parent/family volunteers who regularly assist in school activities, regardless of whether their own child is participating or not, in circumstances where the volunteer leads a school activity without the supervision of a teacher.

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

Note: At law, volunteers who are not engaged in child-related work (eg fete planning and organisation) do not need a WWC Check under the Worker Screening Act. However, the Child Safe Standards require appropriate

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*suitability checks (at the discretion of the school) for any **child-connected** work which is work performed where children are present or reasonably expected to be present.*

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, school council, participating in sub-committees of school council, fete coordination, 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 WWC Clearances or other suitability checks as they are not engaged in child-related work and children are not generally present during these activities. However, Yarra Junction Primary School reserves the right to undertake suitability checks, including requiring proof of identity and WWC Clearance, 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.

Depending on the nature and responsibilities of their role, Yarra Junction Primary School may also require volunteers to complete additional child safety training.

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, Child Safety risk register and our Student Wellbeing and Engagement Policy.

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 Yarra Junction Primary School.

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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 Policy and Procedures*.

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
- Available to our parent/carer community on the Compass Portal
- Available in hard copy from our School Office, upon request.
- Available to staff on Policy google drive and in hard copy in Principals office.

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RELATED POLICIES AND RESOURCES

Yarra Junction Primary School policies and resources relevant to this policy include:

Statement of Values and School Philosophy, Visitors Policy, Child Safety and Wellbeing Policy, Child Safety Code of Conduct, Child Safety Responding and Reporting Obligations Policy and Procedures, Inclusion and Diversity Policy, Yarra Junction Primary School Child Safety Induction Pack.

Department policies:

- [Equal Opportunity and Anti-Discrimination](#)
- [Child Safe Standards](#)
- [Privacy and Information Sharing](#)
- [Records Management – School Records](#)
- [Sexual Harassment](#)
- [Volunteers in Schools](#)
- [Volunteer OHS Management](#)
- [Working with Children and Other Suitability Checks for School Volunteers and Visitors](#)
- [Workplace Bullying](#)

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