

# VOLUNTEERS

## POLICY

### Purpose:

To outline the processes that Merri Creek 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-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
- 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:

Merri Creek Primary School is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. Merri Creek Primary School recognises the valuable contribution that volunteers such as parents and carers provide to our school community and the work that we do. At Merri Creek Primary School we actively encourage volunteers to partake in school activities and invite them to do so throughout the school year.

The procedures set out below are designed to ensure that Merri Creek 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 their class parent representative to identify what volunteer roles are being offered by the classroom teacher
- communicate with co-ordinators for sub committees of school council, e.g. fundraising
- look out for call outs for volunteers in the school newsletter e.g. for working bees
- communicate directly with the classroom teacher, e.g. reading with students.

## Suitability checks, including Working with Children Checks

### *Working with students*

Merri Creek Primary School values the many volunteers that assist in our classrooms, with sports events, camps, excursions, school concerts, working bees and other events and programs. To ensure that we are meeting our legal obligations under the *Worker Screening Act 2020 (Vic)* and the Child Safe Standards, Merri Creek Primary School is required to undertake suitability checks which in most cases will require evidence of a current Working With Children Clearance (WWC Check).

Considering our legal obligations, and our commitment to ensuring that Merri Creek Primary School is a child safe environment, we will require volunteers to obtain a WWC Check and produce their valid card to the front 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 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 and school musical), 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 and any sub-committee of School Council. Whilst we acknowledge that these volunteers will not be engaging in child-related work as part of their role, we believe that it is important that our volunteers who are involved in making decisions about our school which will have an impact on students do have a current WWC Check.

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*

On some occasions, parents and other members of the school community may volunteer to do work that is not child-related. For example, maintenance, working bees, 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 Working with Children Check or other suitability checks as they are not engaged in child-related work and children are not generally present during these activities. However, we do strongly encourage volunteers in these roles to complete a WWC Check, and will continue to do so to promote a culture of having a WWC check as a minimum standard.

Volunteers at any school fetes or other events engaged in non-child-related activities such as food/book/clothes stalls are not required to have a WWC Check; volunteers engaged in child related activities such as face painting and child entertainment activities will require a WWC 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 Policy, our Child Safety Code of Conduct, Child Safety Responding and Reporting Policy, the school's Statement of Values and

this policy. Volunteer workers will also be expected to act consistently with all other school policies and 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 Merri Creek Primary School.

### **Training and induction**

Under the Child Safe Standards volunteers must have 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 reasonably likely to be present, volunteers must familiarise themselves with the policies, procedures and code of conduct referred to in our Child Safety Induction Pack, which is on our website, 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, Merri Creek PS may also require volunteers to complete additional child safety training.

### **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*.

### **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 a member of the administration team in the front office 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
- Included as a link in all invitations to prospective volunteers
- Included in our staff handbook/manual
- Made available in hard copy from school administration upon request.

### **Related Policies and Resources:**

*The following Merri Creek PS policies and resources relevant to this policy include:*

- *Child Safety Policy*
- *Child Safety Code of Conduct*
- *Child Safety Reporting and Responding Policy and Procedures*
- *Child Safety Induction Pack for Volunteers*
- *Statement of Values*
- *Visitors Policy*
- *Camps and Excursions Policy*

*The following Department policies are relevant to volunteers:*

- [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](#)

### **Policy Review and Approval:**

Policy last reviewed	July 2022
Consultation	Education sub-committee of School Council – August 2022 School council – March 2023 School community via newsletter
Approved by	Principal
Next scheduled review date	August 2024

This policy will be reviewed in:

**September 2024**