



# VOLUNTEERS POLICY

## Edgars Creek Primary School 5310

### PURPOSE

To outline the processes that Edgars 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-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 schoolwork 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 (i.e. indemnified) from action by others in the event of an injury or accident whilst they are performing volunteer schoolwork in good faith.

### POLICY

Edgars Creek Primary School is committed to implementing and following practices which protect the

safety and wellbeing of children and our staff and volunteers. We recognise the valuable contribution that volunteers provide to our school community and the work that we do.

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

During a pandemic, such as the COVID-19 pandemic, government schools are required to comply with the Department's Operations Guides applicable to that specific pandemic.

The Department updates the Operations Guides as required during a pandemic based on advice from the Department of Health and Human Services (DHHS). These Operations Guides cover procedures for management of visitors and volunteers on school sites.

The current COVID-19 Operations Guide includes a COVID Safe Plan for Schools that ensures schools remain safe environments. Please contact the principal to view the operations guide.

### **Becoming a volunteer**

Members of our school community who would like to volunteer are encouraged to contact the School Office or their child's classroom teacher. Volunteers will be required to fill in a form registering their interest to assist and will need to complete an induction process prior to any volunteer work. A current Working With Children card will need to be presented and a record kept on file.

### **Suitability checks including Working with Children Checks**

#### *Working with students*

Edgars Creek 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 *Working With Children Act 2005* (Vic) and the Child Safe Standards, Edgars Creek 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 Edgars Creek Primary School is a child safe environment, we will require volunteers to obtain a WWC Check and produce their valid card to the School 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 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.

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, gardening, maintenance, working bees, parents and friends club coordination, School Council, participating in sub-committees of School Council, or other fundraising groups that may meet in the evenings during which children will not be, or would not reasonably be expected to be, present.

At Edgars Creek Primary School, volunteers for this type of work will still be required to provide a valid WWC Check.

School Council members and volunteers on any sub-committee of School Council will be asked to provide a valid WWC Check. 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 important decisions about our school which will have an impact on students do have a valid 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 / Statement of Commitment to Child Safety, our Child Safety Code of Conduct, our Statement of Values and School Philosophy and our Community Code of Conduct. 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 Edgars Creek Primary School.

Edgars Creek 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 Edgars Creek 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. This person will be identified during the induction process.

The Principal (or their nominee) will determine what supervision, if any, of volunteers is required for the type of work being performed.

Volunteers are expected to adhere to the appropriate use of digital technologies as outlined in the ECPS Digital Technologies Policy.

### **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 schoolwork.

### *Property damage*

If a volunteer worker suffers damage to their property in the course of carrying out schoolwork, 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 schoolwork is legally liable for:

- a claim for bodily injury to a third party
- damage to or the destruction of a third party's property.

## **FURTHER INFORMATION AND RESOURCES**

The following school policies are also relevant to this Volunteers Policy:

- *Edgars Creek Primary School Camps and Excursions Policy.*
- *Edgars Creek Primary School Child Safe Standards*
- *Edgars Creek Primary School Visitors Policy*
- *Edgars Creek Primary School Health Care Needs Policy.*
- *Edgars Creek Primary School First Aid Policy.*
- *Edgars Creek Primary School Student Wellbeing and Engagement Policy*
- *Edgars Creek Primary School Administration of Medication Policy*
- *Edgars Creek Primary School Emergency Management Plan*
- *Edgars Creek Primary School Statement of Values and School Philosophy*
- *Edgars Creek Primary School Duty of Care Policy*
- *Edgars Creek Primary School Inclusion and Diversity Policy*
- *Edgars Creek Primary School Digital Technologies Policy*

## **REVIEW CYCLE**

This policy will be reviewed and approved by School Council in February, 2021 and is scheduled for review in March, 2024.