



Headteacher: Caroline Coates

Laughton Junior & Infant School
School Road
Laughton-en-le-Morthen
Sheffield
S25 1YP

T: 01909 550477
F: 01909 566705

Email: laughton.junior-infant@rotherham.gov.uk
 @LaughtonJandI

Volunteers in school policy

At Laughton Junior and Infant School we recognise that there can be situations in which volunteers can make an appropriate and significant contribution to the work and services of the School. The policy defines the term and sets out the principles, practices and procedures which will be followed in the appointment, management and supervision of volunteers.

The contribution of volunteers to the work of the School is especially valued and respected. Laughton Junior and Infant School believe that by providing opportunities for volunteers to work alongside children, the volunteer will gain a range of skills and work experience. School will also benefit from a range of skills and expertise. They will develop confidence and motivation to try different things and benefit the community they serve. This policy sets out how Laughton Junior and Infant School intend to support its volunteers.

Our volunteers might include:

- Members of the governing body
- University, College and sixth form students
- Ex members of staff
- Members of the local community

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

- Hearing children read
- Working with small groups of children
- Working with individual children
- Undertaking arts and craft activities with children
- Supporting Laughton Junior and Infant School staff to run after school clubs
- Working with children on the computer
- Accompanying school visits
- Cooking club/ DT/ Cooking

Becoming a volunteer

Anyone wishing to become a volunteer, either for a one off event or on a more regular basis should read the information on the school website and complete the online volunteering application form. If successful, applicants will be invited in to school for an interview. Before starting in school and to ensure the safety of our pupils at all times, all volunteers will be required to complete a DBS check. This will be arranged with the School admin officer. We are unable to have any volunteer in school unless they have been cleared by the DBS (Disclosure and Barring Service) and shown their certificate in school. Induction packs will be issued to all volunteers and confirmation of a starting date will be confirmed in advance of the placement.

Confidentiality

Laughton Junior and Infant School has a confidentiality policy. All volunteers will be asked to follow its principles. Volunteers may have access to personal information about some individuals, or other information which may be confidential. Laughton Junior and Infant School needs to be able to trust its volunteers with such information. Volunteers who break this confidentiality will be asked to leave. Any concerns that volunteers have about the children they work with/ come into contact with should be shared with the Head or Assistant Head teacher and not with any persons outside school.

Safeguarding

All volunteers have the responsibility to report any concern that they may have regarding Child Protection to the volunteer co-ordinator or senior designated professional, currently Mrs Coates, the Head teacher. It is not the role for the volunteer to investigate concerns. Laughton Junior and Infant School's Safeguarding Policy explains the guidelines and procedures to follow regarding any suspicions. A copy of this policy is available on our website.

Issues affecting adults in school

All adults in our school can expect their personal and health issues to remain confidential unless:

- it impinges on their terms of contract;
- it endangers pupils or other members of staff;
- there is a legal obligation to disclose such information;
- it is necessary for legal proceedings;
- despite the duty of confidence the staff member's interest or the wider public interest justifies disclosure.

Volunteers who are concerned about anything another adult in the school does or says should raise the matter with the Assistant Head or Deputy Head teacher.

Supervision

All volunteers work under the supervision of the class teacher to which they are assigned. Although teachers retain responsibility for children at all times, this does

not require volunteers to be in their direct supervision at all times. Volunteers should feel confident to carry out the task they have been assigned and should seek further advice/ guidance from the teacher in the event of a query or problem regarding a child's behaviour or understanding of a task.

Health and Safety

The school has a health and safety policy which is available on request. The volunteer coordinator should ensure that individuals are clear about emergency procedures (e.g. fire evacuation) and about any safety aspects associated with a particular task (e.g. using cookery equipment). If a volunteer attends a school trip, their emergency contact details will be requested. Volunteers need to exercise due care and attention and report any obvious hazards or concerns to the class teacher, Assistant Head Teacher or Head Teacher.

Equal Opportunities

Laughton Junior and Infant School recognises that the activity of volunteering can provide an individual with experience and opportunities for self and career development. In accordance with School's Equal opportunity Policy, volunteer placements will therefore be open to individuals irrespective of race, gender, disability, sexuality, age or marital status. Where a prospective volunteer demonstrates hostility to, or a clear lack of support for equal opportunities, she/he will be deemed automatically unsuitable for a volunteer position. All volunteers are required to make a commitment to this policy. A copy can be given on request. This code exists to safeguard and promote the proper use of the School's internet and email facilities. Volunteers are responsible for using these facilities in an efficient, effective, ethical and lawful manner. Use of the internet and emails may be monitored at any time for legitimate business reasons.

Absence

Volunteers are expected to telephone and inform school, prior to their start time, so appropriate arrangements can be made if any cover is required.

Working Hours

The hours of volunteer work will be discussed and mutually agreed between the volunteer and the headteacher and class teacher. The volunteer must be committed and adhere to the voluntary placement and allocated working hours. Please remember to sign in and out. Upon signing in you will be issued with a lanyard which you should wear at all times whilst on the school site. Fire evacuation procedures can be found in the induction pack and a map indicating the safe route of exit in the event of a fire alarm can be found in each classroom; please make yourself familiar with these.

- There is no smoking allowed anywhere on the school site
- Do not use your mobile phones whilst in the vicinity of children
- Do not under any circumstances take photographs in school unless agreed with the Head Teacher.

We value having volunteers helping in our school and we want you to feel successful and valued. Please never hesitate to ask if you are not sure about something – or for advice if you feel something you are doing is not working well. We'll do whatever we can to ensure your time with us is rewarding.

Volunteer Code of Conduct

As Laughton Junior and Infant School volunteers, everyone is expected to conform to high standards of behaviour and conduct whilst carrying out their duties.

Laughton Junior and Infant School expects that volunteers will:

- Respect other volunteers, students, staff and children and make them feel welcomed and valued.
- Be sensitive towards others.
- Be approachable and pleasant.
- Dress and behave in a manner which promotes healthy and safe working practices.
- Maintain the confidentiality of personal information at all times.
- All volunteers should be aware how their behaviour can affect both colleagues and children.

Everyone has the responsibility to avoid becoming involved in situations that could bring the School into disrepute.

Complaints Procedure

Any complaints made about a volunteer or by a volunteer will be referred to the Head Teacher for investigation. This policy will be reviewed annually or in the light of new guidance from either the DfE or the LA.

Evaluation

To be monitored by the leadership team under careful scrutiny of the Head Teacher. The policy will be supported by the confidentiality statement, the standards and expectations form and the volunteer/ work placement evaluation and feedback form.

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