

	Volunteers Policy	Endorsed by School Council: November 2020 Developed: November 2020
Information: 02 6076 1566	DET School Reference Guide:	Next review: November 2024
Manager: Principal	Associated Policies: Child Safety Policy, Working with Children Check guidelines.	Issue No: 1.0

PURPOSE

To outline the processes that Corryong College 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.

POLICY

Corryong College is committed to implementing and following practices which protect the safety and wellbeing of children, staff and volunteers. Corryong College recognises the valuable contribution that volunteers provide to our college community and the work that we all collectively do.

The procedures set out below are designed to ensure that Corryong College'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 see their child's classroom teacher who will request approval through the college principal.

Suitability checks including Working with Children Checks (WWCC) will be carried out.

Working with students

Corryong College values the many volunteers that assist in our classrooms, with sports events, camps, excursions, school canteen, school production, SAKG garden, cooking and other events and/or programs. To ensure that we are meeting our legal obligations under the *Working With Children Act 2005* (Vic) and the Child Safe Standards, Corryong College is required to undertake suitability checks for our volunteers which may include a Working With Children Check, proof of identity, work history involving children and/or reference checks. Once received, volunteers are to produce their valid WWCC card to the school front office

Verification is mandatory in all 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), 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

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, volunteering on the weekend for gardening, maintenance, working bees, parents and friends club coordination, school council, participating in sub-committees of school council, fete coordination, other fundraising groups that meet in the evening during which children will not be, or would not reasonably be expected to be, present. At Corryong College, volunteers for this type of work will still be required to provide a valid WWCC and proof of ID.

School council members and volunteers on any sub-committee of school council will be asked to provide a valid WWCC. 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 WWCC 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 or our Child Safe 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 Corryong College.

Corryong College 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 Corryong College's child safety practices, including reporting obligations and procedures. Corryong College has a Child Safety Reporting Policy which all staff and volunteers should be aware of.

Child Safe Policies and Codes of Conduct are reviewed annually for all staff. Staff sign a register on the agreeance of all Child Safe Policies and Codes of Conduct.

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

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.

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 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.

WWCC: Working with Children Check

RELATED POLICIES AND RESOURCES

Child Safe Code of Conduct

Child Safe Policy

This policy was last approved by school council November 2020 and is scheduled for review in November 2024.