

**UPPER BEEDING PRIMARY SCHOOL
VISITORS AND VOLUNTEERS POLICY
November 2019**



Visitors and volunteers at our school bring with them a wealth of skills and experience that can enhance the learning opportunities of the children, and we welcome, value and encourage them.

Visiting and Becoming a Volunteer

We have many requests from a variety of people who wish to visit or volunteer. These may be parents of children at Upper Beeding Primary School, members of the local community, or individuals interested in pursuing a career with children. It is important that we keep track of who is working in our school, where they are placed and for how long they will be with us. For this reason all requests from visitors and volunteers should be directed to the Head Teacher who has responsibility for the organisation and/or placement of such individuals.

Aims and Values

All adults who work in our school, whether a paid member of staff or a volunteer, are expected to work and behave in such a way as to actively support our school aims and values listed below.

- We aim to safeguard and promote the welfare of all the children in our care by providing an environment in which they are safe and secure and can be supported in their physical and emotional needs.
- We aim to provide a happy and healthy school environment where children and adults respect each other and take responsibility for their own actions.
- We support a policy of inclusion, where there are equal opportunities for all.
- We will provide a broad and balanced curriculum that will help children prepare for the opportunities and responsibilities needed for now and later in life.
- We expect everyone to achieve high standards of work and behaviour, both inside and outside school.
- We strongly believe that communication is crucial between all staff, parents and children and we will foster an ethos of openness whilst maintaining appropriate confidentiality.

Confidentiality

Volunteers in our school are bound by a code of confidentiality. Any concerns that visitors and volunteers may have about the children they come into contact with should only be discussed with the Head Teacher, or in her absence, the Assistant Head Teachers or the SENDCo. Visitors and volunteers concerned about the behaviour of another adult in the school should raise the matter directly with the Head Teacher.

Supervision

All visitors and volunteers are under the supervision of the Head Teacher or class teacher. Teachers retain responsibility for the children at all times. Visitors and volunteers should have clear guidance from the Head Teacher or class teacher as to how an activity involving children may be carried out and what the expected outcomes of any activity are. Visitors and volunteers are encouraged to speak to the teacher if they have a query about any aspect of a child's understanding or behaviour.

Health & Safety

The school's Health and Safety Policy is available on the school's website. Visitors and volunteers are made aware of the emergency procedures (e.g. what to do in the case of a fire alarm) and about any safety issues associated with a particular task (e.g. during a practical task). Visitors and volunteers are asked to exercise due care and attention and report any obvious hazards or concerns to the Head Teacher or class teacher.

Safeguarding Children

The welfare of our children is paramount. To ensure the safety of our children we adopt the following procedures;

- I. All visitors and volunteers are given access to a copy of this policy.
- II. Visitors and volunteers must sign in and wear an identification badge whilst on the premises at all times.
- III. All volunteers must sign a Visitors and Volunteers Agreement (appendix 1)
- IV. If you are volunteering for off-site activities please read and sign (Appendix 2)
- V. The school reserves the right to ask for a character reference if necessary.
- VI. Anyone visiting or volunteering at least once a month **must** have a full, up to date DBS check. If you have not, please see the School Business Manager.

Complaints Procedure

Any complaints about a visitor or volunteer will be referred to the Head Teacher. Any complaints made by a visitor or volunteer will also be referred to the Head Teacher.

The Head Teacher reserves the right to take the following actions:-

- I. To speak with the individual about a breach of our agreement and seek reassurance this will not happen again
- II. Offer an alternative placement in another class
- III. Inform the visitor or volunteer that the school no longer supports their attendance at school.

Monitoring and review

This policy has been approved by the Governing Body and will be reviewed every two years or in the light of new guidance from the DfE or LA.

Reviewed and Agreed by Pupil Welfare Committee 20th November 2019

Appendix 1

**Upper Beeding Primary School
Visitors and Volunteers Agreement**

Thank you for visiting or offering your services as a volunteer at Upper Beeding Primary School. Your help is greatly appreciated and valued and we hope that you will gain much from your experience here.

Please read and sign this Agreement and hand it in to the school office. You will receive a copy of it for your records.

- I have received and read the Visitors and Volunteers Policy
- I agree to support the school’s Aims and Values
- I agree to treat information I learn from being in the school as confidential

DBS Check – circle as appropriate	Yes	No	Applied for
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If you already have a DBS certificate, please hand it to the school office and a copy will be made for the school records.

Signed.....

Name.....(please print)

Date.....

Appendix 2

Off- Sites Visits – Volunteer Agreement

Thank you for volunteering. School trips are an integral part of learning at school and you will have an important role to play in ensuring the success and safety of this trip. The class teacher has overall responsibility for the children at all times, but designates responsibility to voluntary helpers who may have charge of a small group.

Please read this agreement, sign and return it to the office. This forms part of our school’s risk assessment planning.

The Role of a Volunteer Helper

- To be responsible for and look after, in equal measure, all of the children in your group
- To stay with your allocated group and ensure their wellbeing and safety for the duration of the trip
- To promote polite, respectful and courteous behaviour amongst the group and towards members of the public
- To ensure that your group keeps up with the rest of the school visit party
- To contact your class teacher if there are issues with first aid, safety or behaviour
- To show a commitment to the group, an interest in the focus of the visit, and assist children in their learning by helping them to read signs/labels/information, asking questions that encourage children to think about the task and by helping to explain areas of interest.
- To follow guidance from school staff

Not permitted

- Please do not bring additional siblings on the school trip
- Please do not use your mobile phone unless the call or text is urgent
- Volunteers are not allowed to smoke, drink alcohol or engage in any illegal practices
- Volunteers are not allowed to take photographs of the children, unless requested to do so by the teacher in charge
- Volunteers are not allowed to buy their group treats, e.g. ice cream, sweets etc – before or after the school trip
- If you are not a regular volunteer and have not had a DBS check carried out by the school then please refrain from escorting a child to the bathroom (please ask a member of staff to do this) or being alone with a child on any occasion.

Emergencies

Please inform a member of school staff as soon as possible. If you are separated from the rest of the school party, please telephone one of the staff members or the school.

I understand and agree to the conditions outlined in this agreement.

Signed.....

Name.....(please print)

Date.....