

# VOLUNTEER POLICY



## Northgate Primary School

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## Contents

1.	Introduction and aims .....	2
2.	How we use volunteers .....	2
3.	How to apply to volunteer .....	3
4.	Volunteer status and selection.....	3
4.1.	Status of volunteers.....	3
4.2.	Recruitment of volunteers .....	3
4.3.	Volunteer placement.....	3
5.	Safeguarding.....	3
6.	Induction and training .....	5
7.	Confidentiality .....	5
8.	Conduct of volunteers .....	5
9.	Complaints procedure .....	5
10.	Insurance .....	5
11.	Data protection and record keeping .....	5
12.	Monitoring and review.....	6
13.	Links to other policies.....	6
	Appendix 1: volunteer application form.....	7
	Appendix 2: code of conduct for volunteers .....	11
	Appendix 3: Requesting a volunteer (information for staff) .....	13

## 1. Introduction and aims

At Northgate Primary School, we believe that volunteers provide a valuable contribution to the school's work, and that they enrich the school through the breadth of their knowledge and experience. Volunteers can support pupil wellbeing and development, often adding to the support provided to vulnerable or disadvantaged pupils.

We are committed to using volunteers in a way that supports the school's strategic aims and vision, as well as its development plan.

The aim of the Northgate Primary School volunteer policy is to:

- Encourage the wider community to engage with the school, thereby enhancing the curriculum, raising achievement and promoting community cohesion
- Ensure that volunteers support the school's vision and values, and adhere to our policies
- Provide staff, volunteers and parents/carers with clear expectations and guidelines
- Ensure that volunteers are provided with a role profile, to aid understanding of their duties and responsibilities
- Set a clear, fair process for recruiting and managing volunteers

This policy has been developed in line with the statutory safeguarding guidance [Keeping Children Safe in Education \(KCSIE\)](#) from the Department for Education (DfE).

Volunteers play an important role and are often seen by pupils as safe and trustworthy adults. The school is committed to ensuring a robust safeguarding procedure in the appointment of volunteers.

KCSIE defines a volunteer as 'any person engaged in an activity which involves spending time, unpaid (except for travel and other approved out-of-pocket expenses), doing something which aims to benefit some third party and not a close relative'.

## 2. How we use volunteers

At Northgate Primary School, volunteers may:

- Hear children read
- Accompany school visits
- Provide support to individual children
- Provide support to small groups of children
- Support specific curriculum areas, such as ICT or art

This isn't an exhaustive list.

Volunteers may be:

- Members of the governing board
- Parents and carers
- Former pupils
- Students on work experience
- Local residents
- Friends of the school/members of the PTA

This is not an exhaustive list.

Members of the governing board working at the school in their capacity as governors (for instance, conducting school monitoring visits or attending meetings) are not covered by this policy. They are covered by our governor code of conduct.



### **3. How to apply to volunteer**

Anyone wishing to become a volunteer either as a one-off (i.e., for a school trip) or for more regular sessions (i.e. listening to children read weekly) should contact the school office in the first instance.

### **4. Volunteer status and selection**

#### **4.1. Status of volunteers**

Volunteers are not employees of Northgate Primary School and are not engaged on a contract of employment or a contract for services. Northgate is not under any obligation to provide a volunteer with work and the volunteer shall be under no obligation to carry out any work. This policy does not represent a legally binding contract between Northgate and a volunteer.

The volunteering arrangement can be cancelled at any time at the discretion of either party.

Volunteers shall not be entitled to receive any payment or any other benefits for any voluntary work carried out, including training on any area that is outside the volunteer's remit. (See also volunteer expenses in section 9 of this policy.)

#### **4.2. Recruitment of volunteers**

Anyone wishing to become a volunteer should contact the school office as an interested candidate seeking a volunteer role in school.

If there is a need for the candidate, a member of the Senior Leadership Team (SLT) will contact the volunteer to discuss the potential role/support in school.

The volunteer will follow the school's onboarding and induction process prior to placement, to include a risk assessment, DBS checks if applicable and references along with access to safeguarding policies and procedures.

#### **4.3. Volunteer placement**

Our school's volunteer coordinator is the Assistant Head

The induction of new volunteers can take up to often 6 weeks, and is dependent on the candidate and available spaces within the school.

All volunteer placements are conditional upon the completion of an enhanced DBS check (if appropriate, see section 5) and other appropriate safeguarding checks, and relevant training.

Enhanced DBS checks for volunteers volunteering in the school through other organisations will be conducted by the relevant organisation, if needed. The school will ask for written confirmation that enhanced DBS checks have been carried out before a volunteer is allowed to start volunteering at the school.

### **5. Safeguarding**

Safeguarding our pupils is of paramount importance, and our volunteers must share our commitment to child protection. Volunteers will be required to confirm via our compliance system that they have read and understood mandatory safeguarding policies and procedures.

To ensure we're upholding our responsibility to keep our pupils safe, we will:

- Conduct enhanced DBS checks with a barred list check on volunteers who are carrying out regulated activity, e.g.:
  - Regularly (for more than 3 days in a 30-day period) support pupils 1-on-1 unsupervised
  - Regularly (for more than 3 days in a 30-day period) support groups of pupils unsupervised
  - Provide personal care on a one-off basis
  - Supervise or accompany groups of pupils on overnight residential visits

- Consider the results of any DBS checks that return with unspent and spent listed convictions, and assess these on a case-by-case basis, with regard given to the nature of the conviction and the nature of the activity the volunteer will be involved in
- Conduct a risk assessment and interview for all volunteers prior to placements, and to determine whether a volunteer who isn't working in regulated activity needs an enhanced DBS check. All risk assessments will be reviewed as required and in the event of a change to the role carried out by the volunteer. The risk assessment will be recorded on the single central record and kept in accordance with GDPR regulations and the school's retention policy. The risk assessment will consider:
  - The nature of the voluntary activity they will be doing, including level of supervision
  - What we know about them
  - References from employers or other voluntary roles
  - Whether the role is eligible for a DBS check, and if so the level of check required (NB those in regulated activity will always require an enhanced DBS check along with a barred list check)
- Ensure that volunteers without an enhanced DBS check are always supervised, and are never left alone with pupils
- Provide safeguarding training and access to all safeguarding school policies to all volunteers, who will be required to confirm they have read and understood them
- Provide volunteers with the relevant security ID (Yellow Lanyards for volunteers holding a DBS, and Red for those who are not to be left alone with pupils).

The school will determine whether a volunteer is considered to be supervised. Where an individual is supervised, to help determine the appropriate level of supervision, we will have regard to Keeping Children Safe in Education (KCSIE) and statutory guidance issued by the Secretary of State (reproduced in KCSIE, Annex E). For a person to be considered supervised, the supervision must be:

- By a person who is in regulated activity relating to children
- Regular and day-to-day, and
- Reasonable in all the circumstances to ensure the protection of children

We legally cannot carry out a DBS check on a child under the age of 16 who is volunteering at our school. We will ensure that children who are volunteering are always under an appropriate level of supervision, and conduct a risk assessment to consider any potential safeguarding issues.

We will additionally:

- Provide safeguarding training to all volunteers prior to them beginning to volunteer at the school, including ensuring that they have read and understood part 1 of KCSIE.
- Ask volunteers to agree and adhere to our code of conduct (see appendix 2) and to read, and adhere to, the school's policies on:
  - Child protection and safeguarding, including low-level concerns
  - Whistle-blowing
  - Use of mobile phones
  - ICT and internet acceptable use
  - Health and safety
  - Online safety
  - Behaviour
  - Equality and diversity
- The distinction between visitors and volunteers (some people 'volunteering' at school on a one-off basis are actually more likely to be classed as visitors, especially if they will be supervised)

- DBS certificates from other organisations may be accepted such as, a volunteer football coach with an enhanced DBS check through the Football Association.
- If the volunteer hasn't joined the DBS update service, the school may their criminal record or any other relevant information might have changed since the DBS check was last issued, and whether the level of check is appropriate for the voluntary activity they are undertaking in your school, etc. See the DBS checks guidance for what else to consider
- Volunteers who fall into the category of needing a DBS check will be added to the SCR, along with those volunteers who regularly volunteer at the school.

## **6. Induction and training**

Volunteers must complete appropriate training (such as health and safety, policy overviews, volunteering induction), provided by the school, prior to volunteering at the school.

Training requirements will be determined by the senior leadership team, or the appropriate member of staff.

**All volunteers** must have safeguarding training, which will be provided by the school. Other training requirements will be based on the nature of the activity the volunteer will be doing.

All volunteers will be provided with a point of contact within the school who they can go to if they have any questions or issues they need to discuss.

## **7. Confidentiality**

Information about pupils, parents/carers and staff is confidential. Volunteers are not permitted to discuss issues related to pupils, parents/carers or staff with those outside of the school.

If volunteers have concerns, they should raise these with the appropriate member of staff. They shouldn't discuss them with pupils or parents/carers.

This doesn't prevent volunteers from reporting safeguarding concerns or disclosures, as per the school's safeguarding policy.

If concerns relate to safeguarding, volunteers must follow the guidance in our child protection and safeguarding policy and inform the designated safeguarding lead (DSL) or Deputy DSLs.

If concerns are related to whistle-blowing, volunteers must follow the guidance in our whistle-blowing policy.

## **8. Conduct of volunteers**

We ask all volunteers to agree and adhere to the volunteer code of conduct set out in appendix 2 of this policy.

## **9. Complaints procedure**

In the event a volunteer has a complaint, they should follow the school's complaints procedure which can be found on the school's website - [Complaints Policy & Procedures](#)

## **10. Insurance**

The school's insurance policy does cover volunteers in the event of an accident or emergency.

If a volunteer is volunteering at the school through another organisation, we will also check that organisation's insurance arrangements.

## **11. Data protection and record keeping**

Our privacy notice for volunteers explains what information we collect about volunteers and why we collect it.

We will:

- Retain records relating to volunteers in line with our records retention schedule



- Remove details of volunteers from the single central record (SCR) once they no longer volunteer at our school

You can find our privacy notice for volunteers on the school website - [Privacy Notices](#).

## **12. Monitoring and review**

This policy, the information included, and its implementation will be monitored by the HR Committee.

It has been approved by the Governing body and will be reviewed regularly.

## **13. Links to other policies**

This volunteering policy is linked to our:

- Child protection and safeguarding policy
- Low level concerns procedures
- Whistle-blowing policy/procedures
- Complaints policy
- Health and Safety policy and procedures
- Data protection policy
- Equality and diversity policy

## Appendix 1: Volunteer application form

Complete the application form in full.

Please note that the school may not be able to accommodate all preferences.

### DATA PROTECTION NOTICE

Throughout this form, we ask for some personal data about you. We'll only use this data in line with data protection legislation and process your data for 1 or more of the following reasons permitted in law:

- You've given us your consent
- We must process it to comply with our legal obligations

You'll find more information on how we use your personal data in our privacy notice for volunteers found on our website - [Privacy Notices](#)

### PERSONAL DETAILS

<b>Name:</b>	
<b>Date of birth:</b>	
<b>Telephone number:</b>	
<b>Email address:</b>	
<b>Home address:</b>	

### DISCLOSURE AND BARRING SERVICE (DBS) INFORMATION

The [school/trust] is legally obligated to process an enhanced Disclosure and Barring Service (DBS) check with a barred list check on volunteers who undertake regulated activity, e.g.:

- Regularly (for more than 3 days in a 30-day period) support pupils 1-on-1 unsupervised
- Regularly (for more than 3 days in a 30-day period) support groups of pupils unsupervised
- Provide personal care on a one-off basis
- Supervise or accompany groups of pupils on overnight residential visits

The school is also obligated to process an enhanced DBS check before volunteers can undertake certain other activities. This requirement will be determined solely by the school.

The enhanced DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that's considered relevant to the role. Any information that is "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the school privacy notice.



**DISCLOSURE AND BARRING SERVICE (DBS) INFORMATION**

<b>Do you have a DBS check? (please circle)</b>	Yes/No
<b>If yes, what type of check do you have? (please circle)</b>	Basic DBS / Standard DBS / Enhanced DBS / Enhanced DBS with barred list information
<b>Date of check:</b>	
<b>Certificate number:</b>	

**AVAILABILITY**

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>AM</b>					
<b>PM</b>					
<b>Before school</b>					
<b>After school</b>					
<b>Lunchtimes</b>					
<b>How many hours per week/month can you volunteer?</b>					
<b>Can you commit to at least 1 term?</b>					

**EXPERIENCE AND QUALIFICATIONS**

**Do you have experience in volunteering, especially with children? If yes, please include details in the box below.**

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**Why would you like to volunteer at Northgate Primary School?**



## EXPERIENCE AND QUALIFICATIONS

**Do you have any particular skills, employment experience or hobbies you would like to share with the school? (For example, languages spoken, sports, scouting, etc.)**

**Do you have any relevant qualifications?**

## PREFERENCES

What age group would you prefer to volunteer with?

Would you prefer to support pupils 1-on-1, or with a small group of pupils?



## REFERENCES

Your placement as a volunteer may be subject to satisfactory references. Please give the details of 2 referees who can comment on your suitability (e.g. employers, colleagues, teachers, etc.).

Name:	Name:
Relationship to you:	Relationship to you:
Address:	Address:
Telephone number:	Telephone number:
Email address:	Email address:

## DISABILITY AND ACCESSIBILITY

The school is committed to ensuring that applicants with disabilities or impairments receive equal opportunities and treatment.

If you have a disability or impairment, and would like us to make adjustments or arrangements to assist you, please state the arrangements you require:

## Appendix 2: Code of conduct for volunteers

### CODE OF CONDUCT FOR VOLUNTEERS

This code of conduct outlines our expectations for volunteer conduct. We ask you to sign this form to indicate your agreement to the following:

#### 1. School rules and policies

Volunteers should follow all school rules and policies, including those on:

- Child protection and safeguarding, including low-level concerns
- ICT and internet acceptable use
- Online safety
- Mobile phones
- Data protection
- Health and safety
- Equality
- Whistle-blowing
- Behaviour

Copies of the school policies are available on the school's compliance system or from the school staff room.

#### 2. Professional conduct

- Volunteers should follow instructions provided by their supervisors, and ask for guidance or clarification if required. Questions can be directed to the supervising member of staff, or to the school's volunteer co-ordinator, the Assistant Head.
- Behaviour management is the responsibility of school staff. If volunteers witness behaviour that is in breach of the school's behaviour policy, or are struggling to manage the behaviour of pupils they are volunteering with, they should alert the class teacher immediately. Volunteers should not attempt to reprimand pupils or issue sanctions
- We ask that volunteers agree to conduct themselves in a professional manner at all times. This includes:
  - Dressing in a way that is appropriate to the school environment
  - Refraining from using inappropriate language, including not making comments either in the school environment or elsewhere, including on social media, that might bring the school into disrepute
  - Setting an example for pupils by acting in a way that reflects the school's ethos and values
  - Behaving in a way that is appropriate for the role they are undertaking
- Volunteers should not accept gifts from, or give gifts to, pupils. The exception is small tokens, such as those exchanged at the end of term or as a way of saying "thank you". For more information on receiving gifts, please refer to the school's gifts and hospitality policy available on the compliance system or in the staff room.
- Volunteers must not transport pupils in their own cars unless specific arrangements have been made with the school, and the pupil's parents/carers have consented
- Parent/carers volunteers with children at the school should not act in a way that favours their own child and should not approach their child unnecessarily during the school day (for instance, during break times). They may not use their time as a volunteer to discuss their child's education with school staff
- If you are unable to come to school when you are expected to be in, we ask that you contact your supervisor or the school office as soon as possible, so we can make alternative arrangements



### 3. Safeguarding

- Volunteers must be familiar with, and adhere to, the school's safeguarding and child protection policy. Safeguarding training will be provided to all volunteers before they begin their placement
- If volunteers have concerns about the welfare of a child, or if a child makes a disclosure, they should speak directly to the designated safeguarding lead (DSL) or deputy DSL. The DSL is [insert name] and the [deputy/deputies] [is/are] [insert names]
- Volunteers should refrain from physical contact with pupils, and should use their judgement to determine when physical contact is appropriate. If physical contact with pupils is required, volunteers should ask for a pupil's consent before touching them
- Volunteers must alert the DSL if a pupil develops an infatuation with them, and must not form personal relationships with pupils, either inside or outside of school, with whom they do not already have a personal relationship. This includes:
  - Exchanging contact information
  - Making contact with pupils outside of school, including on social media
  - Arranging to meet pupils outside of school
- Volunteers should not take or share photos of pupils unless instructed to do so by their supervisor

### 4. Health and safety

- Volunteers must abide by the school's health and safety and first aid policies. Volunteers are not to administer first aid, except in an emergency where none of the designated first aiders are available
- Volunteers should familiarise themselves with the school's fire safety and emergency evacuation procedures
- Volunteers must sign in and sign out at the beginning and end of every visit and must wear a visitor badge at all times

### 5. Confidentiality

Information about pupils, parents/carers and staff at the school is confidential, and should not be shared with anyone else. Volunteers shouldn't discuss pupils with parents/carers or other children. If parents/carers approach volunteers for information, they should be directed to speak to a class teacher or the headteacher

I understand that if I fail to adhere to this code of conduct, my volunteer placement may involve an informal discussion, a formal meeting, and ultimately, the possibility of ending the volunteer arrangement

Please sign and date below:

Volunteer name: \_\_\_\_\_

Date: \_\_\_\_\_

Volunteer signature: \_\_\_\_\_



### Appendix 3: Requesting a volunteer (information for staff)

If you'd like assistance from a volunteer in your classroom, or for a specific activity or trip, fill out the form below and submit to the school office.

This form is not required for parent/carers volunteers for school trips, contact the school office.

#### Volunteer request form

ACTIVITY DETAILS	
Year group/class	
Activity details	
Date(s) and time(s)	
Is this activity ... (circle one)	One-off? Daily? Weekly? Other? If other, please explain:
Will there be any costs for the volunteer (such as entry fees to museums, materials, or travel)?	
Volunteer details:	
How many volunteers do you need?	
Do you need your volunteers to have any specific skills or experience?	

Submitted by:

Staff name: \_\_\_\_\_

Date: \_\_\_\_\_

