ST KILDA PARK PRIMARY SCHOOL

VOLUNTEER POLICY

PURPOSE

To outline the processes that St. Kilda Park 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.

Note: The definitions below are based on the relevant legislation/ Ministerial Order and must not be amended.

Definitions

Child-related work: As defined by the Worker Screening Act 2020 (Vic) 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
- Helping 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

St. Kilda Park Primary School is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. St. Kilda Park Primary School recognises 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 St. Kilda Park Primary School 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 speak to their child's class teacher and/or the Assistant principal and obtain a copy of the Volunteers policy.

Suitability checks including Working with Children Checks

Working with students

St. Kilda Park Primary School values the many volunteers that assist in our classrooms/with sports events/excursions/Celebration of The Arts/Kitchen Garden program and reading programs. To ensure that we are meeting our legal obligations under the *Working with Children Act 2005* (Vic) and the Child Safe Standards, St. Kilda Park 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 St. Kilda Park Primary School is a child safe environment, we will require volunteers to obtain a WWC Check and produce their valid card upon arrival and signing in the Visitors register for verification in the following circumstances:

- **Volunteers who are <u>not</u> 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 are recommended by the principal to obtain a WWC Clearance in circumstances where they will be working alongside student School Council members.

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 evenings during which children will not be, or would not reasonably be expected to be, present.

Volunteers for this type of work are not required to have Working with Children or other suitability checks as they are not engaged in child-related work and children are not generally present during these activities. However, St. Kilda Park Primary School reserves the right to undertake suitability checks, including proof of

identity, Working with Children Checks, at its discretion if considered necessary for any particular activities or circumstances.

Training and induction

Under the Child Safe Standards volunteers must have an appropriate induction and training in child safety and wellbeing. Volunteers will be referred to the school website to watch an induction video.

To support us to maintain a child safe environment, before engaging in any work where children are present or reasonably likely to be present, volunteers must familiarise themselves with the policies, procedures and code of conduct referred to in our Child Safety Induction Pack and ensure the actions and requirements in these documents are followed when volunteering for our school.

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 and our Statement of Values and School Philosophy].

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 decide about the ongoing suitability of a volunteer worker and may determine at any time whether a person is suitable to volunteer at St. Kilda Park Primary School.

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

Privacy and information-sharing

Volunteers must ensure that any student information they become aware of because of their volunteer work is managed sensitively and in accordance with the Schools' Privacy Policy and the Department's policy on Privacy and Information Sharing.

Under these policies, student information can and should be shared with relevant school staff to:

- support the student's education, wellbeing and health.
- reduce the risk of reasonably foreseeable harm to the student, other students, staff or visitors.
- make reasonable adjustments to accommodate the student's disability; or
- provide a safe and secure workplace.

Volunteers must immediately report any child safety concerns that they become aware of to a member of staff to ensure appropriate action. There are some circumstances where volunteers may also be obliged to disclose information to authorities outside of the school such as to Victoria Police. For further information on child safety responding and reporting obligations refer to: *Child Safety Responding and Reporting Obligations Policy and Procedures.*

Records management

While it is unlikely volunteers will be responsible for any school records during their volunteer work, any school records that volunteers are responsible for must be provided to the supervising teacher to ensure they are managed in accordance with the Department's policy: Records Management – Schools.

Compensation

Personal injury

Volunteer workers are covered by the Department of Education and Training's Workers Compensation Policy if they suffer personal injury while engaging in schoolwork.

Property damage

If a volunteer worker suffers damage to their property while 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

Department policies:

- Equal Opportunity and Anti-Discrimination
- Child Safe Standards
- Privacy and Information Sharing
- Records Management – School Records
- Sexual Harassment
- Volunteers in Schools
- Volunteer OHS Management
- Working with Children and Other Suitability Checks for School Volunteers and Visitors
- Workplace Bullying new to 2025 policy

REVIEW CYCLE

Policy last reviewed	June 2025
Consultation	School Council Approved 25th June 2025
Approved by	Principal
Next scheduled review date	June 2027