



COIMADAI PRIMARY

SCHOOL VOLUNTEERS POLICY

Help for non-English speakers

If you need help to understand the information in this policy please contact the school's Principal.

PURPOSE

To outline the processes that Coimadai 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.

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.

POLICY

Coimadai Primary School is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. Coimadai Primary School also 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 Coimadai Primary School'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 approach a classroom teachers or the principal. The school may ask for volunteers for specific events (such as sports days or excursions) via the newsletter or emails.

Suitability checks including Working with Children Clearances

Working with students

Coimadai Primary School values the many volunteers that assist eg: in our classrooms/with sports events/camps/excursions/school concerts/other events and programs. To ensure that we are meeting our legal obligations under the *Worker Screening Act* and the Child Safe Standards, Coimadai Primary School is required to undertake suitability checks which in most cases will involve asking for evidence of a Working With Children (WWC) Clearance and may also involve undertaking reference, proof of identity and work history involving children checks.

It is **not** an offence under the *Worker Screening Act* for people to engage in child-related work without a WWC Clearance if they have:

- applied for the WWC check and the application has not been finally decided or withdrawn; and
- the person has not previously been given a WWC Exclusion under the *Worker Screening Act* or a corresponding working with children law.

Where prospective volunteers are required under the law and this policy to have a WWC Clearance, the principal has the discretion to accept evidence of a WWC check application in order to commence volunteer work, provided the volunteer provides the school with evidence of the application outcome (clearance or exclusion) as soon as practicable after the applicant receives it.

Considering our legal obligations, and our commitment to ensuring that Coimadai Primary School is a child safe environment, we will require volunteers to obtain a WWC Clearance and produce their valid card to the office for verification in the following circumstances:

- **Volunteers who are not parent/family members** of any student at the school if they are engaged in child-related work regardless of whether they are being supervised. This is a legal requirement under the *Worker Screening Act* and must not be changed
- **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. This is a legal requirement under the *Worker Screening Act* and must not be changed.
- **Parent/family volunteers** who assist with excursions (including swimming), camps and similar events, regardless of whether their own child is participating or not.
Note that volunteers who are parents, or closely related family members of a child at the school who volunteer as part of an activity that their child is participating in or usually participate in are **not** required to have a WWC Clearance under the *Worker Screening Act*. However, DET recommends that schools do require parents to obtain one in these circumstances given the degree of contact volunteers may have with students in these situations – see [Suitability Check Flowchart for Schools](#) and the Department's Policy and Advisory Library (PAL) – [Working with Children and other Suitability Checks for School Volunteers and Visitors](#). Coimadai Primary School/Principal can choose to add further activities to this list where there is a higher degree of risk posed.
- **Parent/family volunteers** who regularly assist in school activities, regardless of whether their own child is participating or not
Note: volunteers who are parents, or closely related family members of a child at the school who volunteer as part of an activity that their child is participating in or usually participate in are not required to have a WWC Clearance under the *Worker Screening Act*. However, DET recommends that schools consider requiring a WWC Clearance in circumstances where the parent is regularly volunteering given the degree of contact volunteers may have with students in these situations – see [Suitability Check Flowchart for Schools](#) on the Department's Policy and Advisory Library – [Working with Children and other Suitability Checks for School Volunteers and Visitors](#) page.
- **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
Note: under the *Worker Screening Act*, school council members are not required to have a WWC Clearance. However DET recommends principals, as Executive Officers of School Council, consider recommending that School Council members obtain a WWC Clearance in circumstances where they will be working alongside student School Council members. This would support compliance with the Child Safe Standards which require schools to implement practices for a child-safe environment, including making appropriate suitability checks (at the discretion of the school) for any work performed by an adult where children are present or reasonably expected to be present.
- Principals should consider adding other categories where you would like to impose a requirement for a WWC Clearance or other suitability check, relevant to your school context.

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

[Note: At law, volunteers who are not engaged in child-related work (eg fete planning and organisation) do not need a WWC Check under the *Worker Screening Act*. However, the Child Safe Standards require appropriate suitability checks (at the discretion of the school) for any **child-connected** work which is work performed where children are present or reasonably expected to be present. Below are options that you could adopt at your school.]

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 WWC Clearances or other suitability checks as they are not engaged in child-related work and children are not generally present during these activities. However, Coimadai Primary School reserves the right to undertake suitability checks, including requiring proof of identity and WWC Clearance, at its discretion if considered necessary for any particular activities or circumstances.

OPTIONAL:

[Note: some schools may choose to ask all school councillors to have a WWC Clearance, or other suitability checks, even if the Council has no current student members.] School council members and volunteers on any sub-committee of School Council will be asked to provide evidence of a valid WWC Clearance. 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 WWC Clearance.

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, 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 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 Coimadai Primary School.

Coimadai Primary School 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 and will ensure a record is kept of the induction undertaken.

All volunteers will be provided induction in relation to Coimadai Primary School's child safety practices, including reporting obligations and procedures. Our school has a Child Safety Responding and Reporting Obligations Policy and Procedures which all staff and volunteers should be aware of.

[Principals can include more detail about the induction/training to be provided to volunteers to reflect your school's usual practices.]

The principal (or their nominee) will determine what supervision, if any, of volunteers is required for the type of work being performed. [Principals can include more detail about the supervision to be in place to reflect your school's usual practices.]

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.

COMMUNICATION

This policy will be communicated to our school community in the following ways;

- Available publicly on our school's website
- Included in induction processes for relevant staff
- Included in our staff handbook/manual
- Discussed in an annual staff briefing/meeting
- Made available in hard copy from school administration upon request

RELATED POLICIES AND RESOURCES

Coimadai Primary School policies:

including *Statement of Values, Visitors Policy, Child Safe Policy, Child Safety Code of Conduct*

Department policies:

- [Equal Opportunity and Anti-Discrimination](#)
- [Child Safe Standards](#)
- [Sexual Harassment](#)
- [Volunteers in Schools](#)
- [Volunteer OHS Management](#)
- [Working with Children and Other Suitability Checks for School Volunteers and Visitors](#)
- [Workplace Bullying](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	October 2021
Consultation	School Council)October, 2021
Approved by	Principal
Next scheduled review date	2024