

# VOLUNTEER POLICY

## PURPOSE

To outline the processes that Global Village Learning 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-connected work:** work authorised by the school governing authority/provider of a school boarding services and performed by an adult in a school or school boarding premises environment while children are present or reasonably expected to be present.
- Child-related work:** As defined by the Worker Screening Act 2020 (Vic), child-related work is 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 direct 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

Global Village Learning is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. Global Village Learning 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 Global Village Learning'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 contact The Healthy Food and Volunteer Program Coordinator

## SUITABILITY CHECKS INCLUDING WORKING WITH CHILDREN CLEARANCES

Global Village Learning values the many volunteers that assist in our day to day running of the community.

To ensure that we are meeting our legal obligations under the Worker Screening Act and the Child Safe Standards, Global Village Learning 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, qualification and work history involving children checks.

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 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 Global Village Learning is a child safe environment, we will require all volunteers to obtain a WWC Clearance, add this to our online Volunteer and Visitor Registration System 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.
- 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.

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.

## TRAINING AND INDUCTION

Under the Child Safe Standards volunteers must have an appropriate induction and training in child safety and wellbeing.

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 and ensure the actions and requirements in these documents are followed when volunteering for our school.

Depending on the nature and responsibilities of their role, Global Village Learning may also require volunteers to complete additional child safety training.

## MANAGEMENT AND SUPERVISION

Volunteer workers will be expected to comply with any reasonable direction of the leadership team (or their nominee). This will include the requirement to follow our school's policies, including, but not limited to our Child Safety Policy and our Child Safety Code of Conduct.

Volunteer workers will also be expected to act consistently with Global Village Learning policies, to the extent that they apply to volunteer workers.

The leadership team (or their nominee) will determine the level of school staff supervision required for volunteers, depending on the type of work being performed, and with a focus on ensuring the safety and wellbeing of students.

The principal has the discretion to decide about the ongoing suitability of a volunteer worker and may determine at any time whether or not a person is suitable to volunteer at Global Village Learning.

## 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.

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 GVL Staff to ensure they are managed in accordance with GVL Record and Data Management Policy.

## COMPENSATION

### PERSONAL INJURY

Volunteer workers are covered by the GVL'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 Executive Director (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

Global Village Learning'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
- Made available in hard copy on request

## RELATED POLICIES AND RESOURCES

Global Village Learning policies and resources relevant to this policy include:

- Statement of Values and School Philosophy
- Visitors Policy, Child Safety and Wellbeing Policy
- Child Safety Code of Conduct
- Child Safety Responding and Reporting Obligations Policy and Procedures
- Inclusion and Diversity Policy 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](#)

## POLICY REVIEW AND APPROVAL

Policy last reviewed	September 2024
Consultation - Mandatory	GVL Board – September 2024
Approved by	Associate Principal
Next scheduled review date	November 2026 (2 years)