



## **The Futures Trust**

### **Volunteer Policy**

**President Kennedy School is committed to safeguarding and promoting the welfare of children and young people and requires all volunteers to share this commitment**

<b>Date of last review:</b>	<b>April 2019</b>
<b>Lead Reviewer:</b>	<b>C Bayliss, HR Director</b>
<b>Approval:</b>	<b>Trust Finance, Resources, Audit and Risk Committee</b>
<b>Approved on:</b>	<b>08 May 2019</b>
<b>Next Review:</b>	<b>May 2020 or earlier in response to statutory changes</b>

**This Policy will be reviewed in line with any revisions to the statutory guidance 'Keeping Children Safe in Education' September 2018.**

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## **Policy Statement**

The Futures Trust and the Governing Body welcome volunteers from the local community who are able to make a positive contribution to the School, by giving freely of their time and talents to enhance learning experiences and outcomes for pupils.

Opportunities to volunteer may arise in respect of a one-off activity, for example accompanying School visits, or may take the form of a more regular activity, for example listening to children read or becoming a member of the Governing Body.

The School is committed to equality of opportunity and values diversity. As such the accessibility of opportunities to volunteer will be managed, monitored and reviewed with due regard to the Equality Act 2010 and the Equality Duty.

The School will only engage volunteers whom it is satisfied are willing and able to safeguard pupils, and to fulfil the requirements of the volunteer role that has arisen.

The School's engagement of volunteers will be reviewed on an annual basis, and people wishing to volunteer may be required to re-apply, enter into a new Volunteer Agreement or be subject to repeat vetting checks where the School determines that this is required.

This Policy meets statutory requirements and is in accordance with the statutory guidance 'Keeping Children Safe in Education.'

This Policy and the Volunteer Agreement herein set out reasonable expectations; they are not intended to be legally binding, and those fulfilling volunteer opportunities will not be a worker for, or employee of, the Futures Trust in their capacity as a volunteer.

If you require assistance to access this Policy, please contact the School HR Manager by email at [reception@pks.coventry.sch.uk](mailto:reception@pks.coventry.sch.uk), by telephone on 02476 661 416 or by post at President Kennedy School, Rookery Lane, Coventry, CV6 4GL, and they will be able to make arrangements with you for you to access the Policy in an alternative format to meet your needs.

## 1. Safeguarding Children and Young People

The Futures Trust and the School are committed to safeguarding and promoting the welfare of children and young people and require all volunteers to share this commitment.

If you wish to become a volunteer you will be subject to the vetting process and checks specified in section 6 below.

You will also be asked to enter into the Volunteer Agreement in Appendix B, and to adhere to safeguarding requirements at all times.

**In accordance with the School's Child Protection Policy, a copy of which you will receive, if whilst volunteering you have any concerns in relation to the safeguarding of children or young people you should immediately notify the School's Designated Safeguarding Lead, Mr Richard Beattie.**

In the absence of Mr Beattie you should inform the Deputy Designated Safeguarding Lead, Mr Ralph Cordes, or the Headteacher.

The School's Whistleblowing Policy can be accessed on the School website and is available from the School HR Office. The School's Statement of Procedures for Dealing with Allegations of Abuse against Teachers Other Staff and Volunteers is also available from the School HR Office.

## 2. Our School Ethos and aims

All staff and volunteers who carry out work or activities for the School are expected to uphold and actively promote our School Ethos and Aims.

At President Kennedy School everything we do is focused on Building Brighter Futures for our students, our staff and our Community. Our decision-making and actions focus upon 3 clear values:

- 1. Learners First** – young people, staff, leaders, governors and trustees totally focused upon the educational benefit of our pupils and students within a safe and supportive environment
- 2. It's About Learning** – young people, staff, leaders, governors and trustees totally focused upon developing and improving the learning of pupils and students underpinned by harmonious and trusting relationships
- 3. No Barriers** – no excuses, only support to ensure young people, staff, leaders, governors and trustees maximise the academic achievement of pupils and students whilst enabling them to develop and flourish as well rounded individuals

We are proud of our "no barriers" approach to education, ensuring children of all abilities and from all backgrounds are encouraged to set high goals and work hard to achieve them.

We work together in a productive and challenging manner to provide a vibrant and engaging learning environment that ensures every student achieves his or her potential. This school is about ensuring our students feel supported and happy. If students are happy they will flourish and achieve.

### **Our school endeavours to achieve its aims by encouraging:**

- High academic attainment
- A caring environment where all individuals are equally valued
- A thirst for study and investigation
- Respect for the beliefs, opinions and needs of other people
- The ability to work independently and with others
- A sense of fairness and responsibility
- Pride in oneself and our school
- An appreciation of art and culture
- Pursuit of a healthy lifestyle
- An awareness of issues that affect the world including the environment
- The professional development of our staff

### **3. Applying to become a volunteer**

Any person wishing to become a volunteer should complete the volunteer application form in Appendix A. Applications can be submitted on a speculative basis or in respect of specific opportunities which have arisen.

**Students in Higher Education who are being supported to volunteer as part of their studies should discuss any potential placement with the School in advance of completing an application using this policy; approved placements will be subject to alternative arrangements under which the education provider will carry out the required vetting checks.**

The information on the equality monitoring form is for equality monitoring purposes only. The form will be detached from your application and the information stored to enable the School to monitor and review its practices in relation to equality.

Any person wishing to become a volunteer will be required to adhere to the Volunteer Agreement in Appendix B. This Policy forms a part of the Volunteer Agreement.

### **4. Supervision**

**In this School we will not under any circumstances leave a volunteer unsupervised, unless they have been subject to the additional vetting checks required for a person to undertake regulated activity. (see below)**

- Supervision will be carried out by a person who is in regulated activity, and has undergone an enhanced Disclosure and Barring Service (DBS) check and barred list check by virtue of this
- The supervision will be regular and day to day; and

- The supervision will be reasonable in all the circumstances to ensure the protection of children.

## **5. Volunteer vetting process**

The School has adopted a robust recruitment and vetting procedure in respect of volunteers.

### **Governors**

Articles 78 and 80 of the Futures Trust Articles of Association require all Governors at Schools within the Trust to undergo an enhanced DBS Check with a barred list check. All of the checks listed below in respect of supervised volunteers (more than one occasion a term) and volunteers who will be undertaking regulated activity will also be undertaken and responses received before any Governor appointment may be confirmed.

### **Supervised volunteers (more than one occasion in a term)**

The following checks must be carried out for supervised volunteers who are to volunteer with the School on more than one occasion in a term, and results which are satisfactory to the School received **before** any person will be permitted to engage in volunteer activity on a second occasion.

As such, if a person has already volunteered once in a term, then the checks must be undertaken and results received **before** they are permitted to be a supervised volunteer again.

The checks to be undertaken / obtained are as follows:

- Receipt of a completed and signed application form
- Receipt of a completed and signed Volunteer Agreement
- Receipt of two satisfactory references
- An informal interview to gauge the applicant's aptitude and suitability
- Where relevant, completion of a Disqualification Declaration
- Verification of legal right to live and work in the UK
- Verification of Identity

The School may also determine that due to the frequency or nature of the supervised volunteer activities that are to be undertaken, an enhanced DBS check without a barred list check is required.

### **Volunteers who will be undertaking regulated activity**

Under no circumstances will a person be allowed to volunteer and undertake regulated activity on any occasion, without all of the above checks having been undertaken and responses received, along with an enhanced DBS check which contains a barred list check.

## **Supervised volunteers (only one occasion in a term)**

For supervised volunteers who are to volunteer with the School on only one occasion in a term, the School having conducted an appropriate risk assessment, may allow a person to volunteer on the basis of the following checks being undertaken / obtained:

- Receipt of a completed and signed application form
- Receipt of a completed and signed Volunteer Agreement
- An informal interview to gauge the applicant's aptitude and suitability
- Where relevant, completion of a Disqualification Declaration
- Verification of legal right to live and work in the UK
- Verification of Identity

The checks and the results of the checks undertaken must be recorded on the School's Single Central Record.

If you volunteer to undertake regulated activity, or where the School considers that a DBS check is required, you will be asked to complete a Disclosure of Criminal Record Declaration Form.

Any information obtained by the School for the purpose of vetting volunteers will be confidential, and relevant information relating to the checks stored and processed for that purpose and relevant safeguarding purposes only. The information will be stored and processed in accordance with the Data Protection Act 2018. The School undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

## **6. Induction**

Volunteers can expect to be provided with the following as part of their induction to the School and the activity/ activities that they will be carrying out:

- Keeping Children Safe in Education Part 1: Safeguarding information for all staff
- A copy of this Policy including all appendices
- The School's Safeguarding and Child Protection, Health and Safety, Whistleblowing, E-Safety and ICT Acceptable Use Policies
- A copy of 'Guidance for safer working practice for those working with children and young people in education settings' and the School's Code of Conduct
- Training and instruction with regard to how to safely and effectively carry out the activity/activities that they are to undertake
- The opportunity to ask any questions or to express any concerns that they may have
- The name of the person/s to inform should any concerns subsequently arise

## **7. Health and Safety**

The School has a Health and Safety Policy a copy of which will be provided to you at your induction. When volunteering it is the School's expectation that you will take reasonable care of your own health and safety and that of any person that may be affected by your acts and omissions. (failure to act)

The School will ensure that volunteers are covered for insurance purposes in respect of personal injury, and the School also holds public liability insurance. The School's insurance will not cover unauthorised actions or actions outside the Volunteer Agreement.

## **8. Data Protection and Confidentiality**

When volunteering for the School you may become aware of information relating to matters which are confidential, such as the attainment of pupils, their attitudes, behaviour and special needs, or information relating to other School staff. You must not relay anything confidential that you have seen or heard when volunteering. This includes relaying information to parents/carers, other members of the School community, the press or to the public, for example using social media. The School has well defined procedures for informing parents/carers of any concerns, and will be the first to discuss any concerns with them.

If you have any concerns in relation to the safeguarding of children or young people you should immediately notify the School's Designated Child Protection Officer in accordance with section 2 of this Policy above.

## **9. Use of mobile phones and other electronic devices whilst volunteering**

You will not be permitted to use your mobile phone whilst volunteering, and must never seek to photograph or record images of pupils or staff on a mobile phone or any other device.

## **10. Sharing of personal information**

You must never give any of your personal contact details to pupils, and must never obtain or accept contact details from pupils.

## **11. Code of Conduct and Dress Code**

When volunteering you will be representing the School and will be a role model for our pupils. You must adhere to the standards set out in the School's Code of Conduct, a copy of which you will receive, and must dress in a manner which is appropriate for the volunteer activity you are carrying out; which is safe and appropriate dress for working with pupils.



## **12. Right to dignity and respect**

All staff and volunteers are required to treat all adults and children that they come into contact with during the course of their role with dignity and respect, and are entitled to expect this in return.

The School's procedure which can be used in circumstances where a volunteer wishes to make a complaint is set out below.

## **13. Complaints Procedure**

If a volunteer or volunteer applicant wishes to make a complaint in respect of any aspect of their treatment by staff carrying out work for the School, their treatment by pupils or the application of this Policy, they should detail their concerns in writing and address them to the Headteacher.

Where the concerns relate to the Headteacher, they should be addressed to the Chair of the Governing Body. In order to seek to resolve any concerns they must be raised in a timely manner. Complaints will be managed in accordance with the School's Complaints Procedure, a copy of which can be obtained from the School Reception.

## **14. Insurance**

The School has insurance cover in place for volunteers. The insurance will not cover unauthorised actions or actions outside of the Volunteer Agreement. Volunteers will never be authorised to transport pupils in a vehicle which does not belong to the School, or to transport pupils in a vehicle that does. The School will not engage volunteer drivers.

## **15. Expenses**

Volunteers are not expected to incur and as such are not eligible to receive expenses.

**Volunteer Application Form**

The Futures Trust and President Kennedy School are committed to safeguarding and promoting the welfare of children and young people and require all volunteers to share this commitment.

Any person wishing to volunteer will be subject to the School’s vetting process as detailed in section 6 of the School’s Volunteer Policy.

Before completing this application please ensure that you have read the Volunteer Policy and Agreement, and that you are able to satisfy the expectations and requirements stated.

**Personal details**

<b>Full name and title</b>	
<b>Current address including postcode</b>	
<b>Contact telephone numbers</b>	
<b>Email address</b>	

**In the event of an emergency who should we contact on your behalf?**

<b>Full name and title</b>	
<b>Contact telephone numbers</b>	
<b>Relationship to you</b>	

**Supporting you**

<b>Do you consider yourself to have a disability?</b>	<b>Yes</b>	<b>No</b>	<b>(please circle)</b>
<b>If yes please describe</b>			
<b>If there are any areas of support or reasonable adjustments that you may require to enable you to volunteer please provide details:</b>			

## References

Before we engage volunteers who will carry out activities more than once a term, or who will be undertaking regulated activity, it is our policy to require the receipt of two references that are satisfactory to the School. **If you are currently employed one of your referees must be your current employer.** The reference pro-forma in Appendix C of the Volunteer Policy will be used for the purpose of obtaining references.

<b>Referee 1</b>	
<b>Full name and title</b>	
<b>Position</b>	
<b>Relationship to you</b>	
<b>Address including postcode</b>	
<b>Email address</b>	

<b>Referee 2</b>	
<b>Full Name and title</b>	
<b>Position</b>	
<b>Relationship to you</b>	
<b>Address including postcode</b>	
<b>Email address</b>	

**Please detail the types of volunteer activity you are able to undertake, and any particular skills, abilities, knowledge or experience that you may be able to contribute to enhance learning experiences and outcomes for pupils:**

In the boxes below please provide a 10 year employment and education history in date order, most recent first. Please include periods of full and part-time work, voluntary work and time spent in education or training. Give start and end dates, reasons for leaving employment and explanations for periods not in employment, education or training.

<b>Job title or education or training being undertaken. State whether part or full time.</b>	<b>Date from: dd/mm/yyyy</b>	<b>Date to: dd/mm/yyyy</b>	<b>Full name and address of employer, educational institution or description of activity</b>	<b>Reason for leaving</b>
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Please include a continuation sheet if necessary

**Print name:**.....

**Signed:**..... **Date:**.....

## Volunteer Equality Monitoring Form

The information on this equality monitoring form is for equality monitoring purposes only. The form will be detached from your application and the information stored to enable the School to monitor and review its practices in relation to equality.

Age \_\_\_\_\_

Ethnic Group	Workforce census code		Please tick
White	WBRI	British English Welsh Northern Irish Scottish	
	WIRI	Irish	
	OOTH	Irish Traveller	
	OOTH	Gypsy	
	WOTH	Other White background	
Mixed	MWBC	White and Black Caribbean	
	MWBA	White and Black African	
	MWAS	White and Asian	
	MOTH	Other Mixed background	
Asian or Asian British	AIND	Indian	
	APKN	Pakistani	
	ABAN	Bangladeshi	
	CHNE	Chinese	
	AOTH	Other Asian Background	
Black or Black British	BCRB	Caribbean	
	BAFR	African	
	BOTH	Other Black background	
Other ethnic group	OOTH	Arab	
	Write in:		
Prefer not to say	REFU		

### APPENDIX B

Gender	Please tick	Sexual orientation	Please tick	Personal relationship	Please tick
Female		Bi-sexual		Single	
Male		Gay		Living together	
Transgender		Lesbian		Married	
Prefer not to say		Heterosexual		Civil Partnership	
		Prefer not to say		Prefer not to say	

Religion	Please tick	Do you consider that you have a disability? Please tick	
No religion		Yes (please complete the grid below)	
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)		No	
Buddhist		Prefer not to say	
Hindu		<b>My disability is: Please tick</b>	
Jewish		Physical impairment	
Muslim		Sensory impairment	
Sikh		Mental health condition	
Any other religion Write in:		Learning disability/ Difficulty	
Prefer not to say		Long standing illness	
		Other Write in:	
		Prefer not to say	

## **Volunteer Agreement**

The School's Volunteer Policy forms a part of this Agreement. By signing this Agreement and undertaking volunteer activities for the School, you agree to adhere to all aspects of the Volunteer Policy and to comply with reasonable expectations therein. The Volunteer Policy and this Agreement set out reasonable expectations and are not intended to be legally binding. When fulfilling a volunteer opportunity you will not be a worker for, or employee of, the School.

### **As a volunteer the School will provide the following for you:**

- An induction in accordance with section 7 of the Volunteer Policy, including training and instruction with regard to how to safely and effectively carry out the activity/activities you are to undertake
- A named supervisor/s
- Insurance cover (The insurance will not cover unauthorised actions or actions outside of this Agreement)
- The implementation of policies and practices to ensure your health and safety, and your right to dignity and respect
- The implementation of the Complaints Procedure in section 14 of the Volunteer Policy, if circumstances arise in which you wish to make a complaint in respect of any aspect of your treatment by staff carrying out work for the School, your treatment by pupils or the application of the Volunteer Policy.

**In undertaking volunteer activities for the School, you understand and agree that you will act in accordance with the expectations of the Volunteer Policy and Agreement at all times. In particular you will:**

- Fulfil your duty to safeguard and promote the welfare of children and young people at all times;
- Immediately report any safeguarding concerns including health and safety concerns that may arise;
- Treat information obtained from being a volunteer as strictly confidential, and not relay anything confidential that you have seen or heard when volunteering;
- Fulfil any volunteering opportunities that you agree to undertake, and where due to unforeseen circumstances this will no longer be possible, give as much notice of this to the School as you are able to;
- Follow reasonable instruction and ask for assistance if you are ever unsure regarding any aspect of the volunteer activities you are undertaking, or any concerns that you may have.

**I understand and agree to the reasonable expectations in this Agreement**

**Print name:**..... **Signed:**.....

**Date:**.....

**Volunteer Reference Request Pro-Forma**

Dear [insert name],

**Volunteer reference request**

[insert name] has applied to undertake volunteer activities at President Kennedy School, and has named you as a referee.

The Futures Trust and the Governing Body welcome volunteers from the local community who are able to make a positive contribution to the School, by giving freely of their time and talents to enhance learning experiences and outcomes for pupils.

The Trust and the School are committed to safeguarding and promoting the welfare of children and young people and requires all volunteers to share this commitment.

The School will only engage volunteers whom it is satisfied are willing and able to safeguard pupils, and to fulfil the expectations and requirements of the volunteer role that has arisen.

Opportunities to volunteer may arise in respect of a one-off activity, for example accompanying School visits, or may take the form of a more regular activity, for example listening to children read or becoming a member of the Governing Body.

We would be grateful if you could please take the time to provide the information below, to enable the School to consider whether [insert name] will be a suitable volunteer.

**1. Please describe your position, your relationship to the applicant and how they are known to you.**

**2. How long have you known the applicant?**

**3. Do you know of any reason/s why the applicant would not be suitable to work with children or young people? (please circle)**

**Yes**

**No**

**4. If you have answered yes please state the reason/s below**

**5. Please comment on the applicant's suitability to undertake volunteer work, and include any information that may be relevant to assist us in assessing the applicant.**

**I hereby certify that all of the information given by me on this form is correct to the best of my knowledge**

**Print name:**..... **Contact Telephone number/s:**

**Signed:**.....

**Date:**.....

Thank you for taking the time to complete this reference. Please provide a contact telephone number/s to enable us to contact you if we have any questions in relation to the information you have provided.

The School is committed to equality of opportunity and values diversity. As such the accessibility of opportunities to volunteer will be managed, monitored and reviewed with due regard to the Equality Act 2010 and the Equality Duty.



**Volunteer Checklist (for School use)**

It is crucial that volunteers are made aware of and understand the School's expectations in respect of their conduct whilst volunteering.

Where you are responsible for the supervision of a volunteer, any failure by you to ensure their supervision may be considered a conduct matter to be managed in accordance with the School's Disciplinary Procedure.

You must ensure that the appropriate vetting process set out in section 6 of the Volunteer Policy is adhered to.

The following checklist **must** be completed and signed by the person/s responsible for any volunteer **on each occasion**, and will assist you in safeguarding pupils, your colleagues, any other people who may come into contact with volunteer, and the volunteer themselves. Where each requirement is complete please tick; where not applicable state N/A. When complete please hand the checklist to the School's HR Manager to be filed.

**Name of volunteer**.....

**Has the person volunteered on more than one occasion?    Yes    No (circle)**

**Volunteer activity/activities**.....  
 .....  
 .....

**Name of person/s responsible for the volunteer and position/s on this occasion**  
 .....  
 .....

**Vetting requirements**

**All volunteers regardless of frequency or activity**

Receipt of a completed and signed application form	
Receipt of a completed and signed Volunteer Agreement	
An informal interview to gauge the applicant's aptitude and suitability took place with [name].....on [date].....	
Where relevant, completion of a Disqualification Declaration	
Verification of legal right to live and work in the UK	
Verification of Identity	

**All volunteers who will be / are volunteering on two or more occasions in a term**

Receipt of two satisfactory references	
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**Supervised volunteers where due to the frequency or nature of the work an enhanced Disclosure and Barring Service (DBS) check without a barred list check is required.** Please note that you must not request a barred list check for a volunteer who will not be undertaking regulated activity.

Receipt of DBS check without a barred list check	
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**Volunteer who will be undertaking regulated activity**

Receipt of DBS check with a barred list check	
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**Induction – All volunteers must be provided with the following:**

Keeping Children Safe in Education Part 1: Safeguarding information for all staff	
The School's Volunteer Policy including all appendices	
The School's Safeguarding and Child Protection Policy	
The School's Health and Safety Policy	
A copy of 'Guidance for safer working practice for those working with children and young people in education settings' and the School's Code of Conduct	
The School's Whistleblowing Policy	
The School's ICT Acceptable Use Policy	
The School's E-Safety Policy	
Training and instruction with regard to how to safely and effectively carry out the activity/activities that they are to undertake	
The opportunity to ask any questions or to express any concerns they may have	
The name of the person/s to inform should any concerns subsequently arise	

When volunteering on a regular basis the volunteer should also be asked to complete online NSPCC Child Protection training and online Prevent training. Consideration should also be given as to any further relevant information that the volunteer may require depending upon the nature of the activities they will undertake

**I confirm that I understand my responsibilities in relation to the above volunteer and that the information provided in this checklist is accurate**

**Name**..... **Position**.....  
**Signature**..... **Date**.....  
**Name**..... **Position**.....  
**Signature**..... **Date**.....