



**CTKCC**  
 Christ the King  
 Catholic Collegiate  
 Together as one community  
 with Christ at the centre



# Volunteer Policy

Date: August 2024  
 Adopted: 4 September 2024  
 Review: September 2026



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# Record of Amendments

Amendment Number	Brief Description	Board Endorsement Date	Amended By

## 1. Introduction and aims

Christ the King Catholic Collegiate (CtKCC) Multi-Academy Company benefits from developing well planned, active parental and community links. Participation by adults in the activities of the school on a voluntary basis helps to achieve this. CtKCC believes that volunteers are a welcome resource for helping to raise children's achievement by supporting the work of teaching staff in delivering the curriculum to all pupils.

Volunteers bring with them a range of skills and experience which can enhance the learning opportunities of all pupils without encroaching on the professional teaching responsibilities of the class teacher.

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.

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 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 with clear expectations and guidelines
- 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).

## 2. How we use volunteers

At CtKCC volunteers may:

- Hear children read
- Accompany school visits
- Work with individual children
- Work with small groups of children
- Undertaking art and craft activities with small groups of children
- Preparing resources for a future lesson
- Support specific curriculum areas, such as ICT or art
- Escorting children on local walks
- Running or assisting with an after-school club
- Social activities such as running a disco
- Fund raising activities such as running a cake stall or Summer Fair
- Interviewing pupils on a governor visit
- Helping at lunchtime

***Please note this list is not exhaustive.***

Volunteers may be:

- Members of the Board of Directors/Governing board
- Parents, carers, guardians, elder siblings or Grandparents of pupils
- Former pupils
- Students on work experience
- University students
- Local residents
- Friends of the school/members of the PTA
- Local clergy or members of the congregation

***Please note this list is not exhaustive.***

Members of the LGB and the Board of Directors 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 LGB code of conduct.

### 3. How to apply to volunteer

Anyone wishing to work as a volunteer either in any school on a regular basis or a one-off occasion as for example completing a work placement should request to do this through a member of staff. This member of staff will then consult a member of the SLT on whether the individual can be accommodated at that particular

Volunteers should complete the Volunteer Application Form (Appendix 1) with a covering letter to express their interest, ensuring their contact details, types of activities they would like to help with, and the times they are available to help are included.

### 4. Appointment of volunteers

Volunteers are appointed by the Head Teacher.

Appointment and induction of new volunteers can take 6 weeks, and is dependent on the candidate, available spaces within the school and the nature of the activities to be undertaken.

**All appointments are conditional upon the completion of a satisfactory enhanced DBS check** and other appropriate safeguarding and recruitment checks, and relevant training.

The headteacher and/or the CEO reserves the right to terminate a placement at any time.

Enhanced DBS checks for volunteers working 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 work at the school.

An interview process to screen applicants will be conducted before any agreement is reached.

Volunteers (except for Directors and Governors) will not be given access to the CtkCC Office 365 email system.

### 5. Safeguarding

Safeguarding our pupils is of paramount importance, and our volunteers must share our commitment to child protection.

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:
  - Work 1-on-1 with pupils unsupervised
  - Work with groups of pupils unsupervised
  - Supervise or accompany groups of pupils on overnight residential visits
  - Accompany pupils on school trips
- 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 work the volunteer will be involved in
- Provide safeguarding training to all volunteers **prior** to them beginning work at the school, including ensuring that they have read and understood part 1 of Keeping Children Safe in Education
- Require volunteers to agree and adhere to our code of conduct (see appendix 2) and to read, and adhere to, the school's policies on:
  - Safeguarding
  - Use of mobile phones
  - ICT and internet acceptable use
  - Online safety
  - Behaviour
  - Data Protection

- Ensure that any potential volunteers without an enhanced DBS check are always supervised, and are never left alone with pupils

Once The DBS check is complete the Headteacher of the school will conduct a risk assessment to determine whether the volunteer is suitable to work in the school.

The risk assessment will consider:

- The nature of the work they will be doing
- References from employers or other voluntary roles
- The outcomes of the DBS check

Details of the DBS check will be added to the school's Single Central Record.

We legally cannot carry out a DBS check on a child under the age of 16 who is volunteering at any of our schools. 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.

## 6. Induction and training

Volunteers must complete appropriate training prior to beginning work at any of our schools.

Training requirements will be determined by the headteacher, or the appropriate member of staff.

**All volunteers** must have safeguarding training. Other training requirements will be based on the nature of the work the volunteer will be doing.

## 7. Confidentiality

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

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

This doesn't prevent volunteers from adhering to the school's safeguarding policy (with regard to reporting safeguarding concerns or disclosures).

If concerns relate to safeguarding, volunteers must follow the guidance in our safeguarding policy, and inform the Designated Safeguarding Lead (DSL).

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

## 8. Conduct of volunteers

Volunteers must comply with the code of conduct set out in appendix 2 of this policy.

## 9. Expenses

No expenses will be paid to volunteers.

## 10. Insurance

The school's insurance policy does cover volunteers in the event of an accidental bodily injury.

If a volunteer is working 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 work at our schools

## **12. Monitoring and review**

This policy has been approved by the Board of Directors and will be reviewed regularly.

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

This volunteering policy is linked to our:

- Safeguarding policy and procedures
- Staff Code of Conduct policy
- ICT Acceptable Use policy
- DBS policy
- Whistle Blowing policy
- Record Management policy
- Data Protection policy and Volunteer Privacy Notice
- Equalities 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 which is available from the school reception.

Insert the School name you wish to volunteer at:	
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### PERSONAL DETAILS

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

### DISCLOSURE AND BARRING SERVICE (DBS) INFORMATION

The trust is legally obligated to process an enhanced Disclosure and Barring Service (DBS) check before making appointments to relevant posts.

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.

Volunteers working in regulated activity will also require a barred list check.

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

<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

## DISCLOSURE AND BARRING SERVICE (DBS) INFORMATION

<b>If yes, do you subscribe to the DBS Update Service? (please circle)</b>	Yes/No
<b>Date of check:</b>	
<b>Certificate number:</b>	

## AVAILABILITY

	Monday	Tuesday	Wednesday	Thursday	Friday
<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 working as a volunteer, especially with children? If yes, please include details in the box below.**

**Why would you like to volunteer at this 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?**

What age group/department/etc. would you prefer to work with?

Would you prefer to work 1-on-1 or with a small group?

## 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.).

They must have known you for a minimum of three years and should not be a family member.

<b>Name:</b>	<b>Name:</b>
<b>Relationship to you:</b>	<b>Relationship to you:</b>
<b>Occupation:</b>	<b>Occupation:</b>
<b>Address:</b>	<b>Address:</b>
<b>Telephone number:</b>	<b>Telephone number:</b>
<b>Email address:</b>	<b>Email address:</b>

*By supplying the above details, I give permission for you to contact the above prior to any volunteer work being conducted*

## DISABILITY AND ACCESSIBILITY

CtKCC 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

By signing this form, volunteers agree to the following:

#### 1. School rules and policies

1.1. Volunteers will follow all school rules and policies, including those on:

- 1.1.1. Safeguarding
- 1.1.2. ICT and internet acceptable use
- 1.1.3. Online safety
- 1.1.4. Mobile phones
- 1.1.5. Data protection
- 1.1.6. Health and safety
- 1.1.7. Equality
- 1.1.8. Whistle-blowing
- 1.1.9. Behaviour
- 1.1.10. Staff Code of Conduct

1.2. Copies of the school policies are available online or from the school office on request.

#### 2. Professional conduct

2.1. Volunteers must accept and follow instructions provided by supervisors, and ask for guidance or clarification if required. Questions can be directed to the supervising member of staff.

2.2. 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 with whom they're working, they should alert the class teacher immediately. Volunteers should not attempt to reprimand pupils or issue sanctions.

2.3. Volunteers must conduct themselves in a professional manner at all times. This includes:

- 2.3.1. Dressing in a way that is professional and appropriate to the work they are doing
- 2.3.2. Refraining from using inappropriate language
- 2.3.3. Setting an example for pupils by acting in a way that reflects the school's ethos and values
- 2.3.4. Behaving in a way that is appropriate for the role they are undertaking
- 2.3.5. Ensuring that comments, including those made on social media, do not bring the school or CtKCC into disrepute

2.4. Volunteers must 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".

2.5. Volunteers must not transport pupils in their own cars unless specific arrangements have been made with the school, and the pupil's parents have consented.

2.6. Parent volunteers with children at the school must 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.

2.7. If a volunteer is unable to come to school when they are expected/scheduled to be in, they must contact their supervisor or the school office as soon as possible. Inconsistent attendance may result in the placement being reviewed or terminated.

### 3. Safeguarding

- 3.1. Volunteers must be familiar with, and adhere to, the school's safeguarding policy. Safeguarding training will be provided to all volunteers before they begin their placement.
- 3.2. 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.
- 3.3. 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.
- 3.4. 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:
  - 3.4.1. Exchanging contact information
  - 3.4.2. Making contact with pupils outside of school, including on social media
  - 3.4.3. Arranging to meet pupils outside of school
- 3.5. Volunteers should not take or share photos of pupils unless instructed to do so by their supervisor.

### 4. Health and safety

- 4.1. Volunteers must abide by the CtKCC 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.
- 4.2. Volunteers must be familiar with the school's fire safety and emergency evacuation procedures.
- 4.3. 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

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

Failure to adhere to this code of conduct may result in the termination of the placement. In more serious cases, misconduct will be treated in line with the school's staff disciplinary procedures.

Please sign and date below:

X

Volunteer name (please print)

X

Volunteer signature

X

Date

### 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 Head Teacher.

#### Volunteer Request Form

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

Submitted by (Name):

Date: