

Visitors & Volunteers Policy & Procedures

This policy outlines Innovate2Educate Partnership's aim to provide a safe environment in line with statutory safeguarding policy and procedures. We welcome Visitors, Contractors, and Volunteers and aim to ensure that they have a positive impact on the children.

This policy was approved as follows:

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This policy applies to all - Innovate2Educate Partnership schools/ School Academy staff, visitors, volunteers and contractors.

Document History

Version	Version Date	Author	Summary of Changes
V0.1	March 2024	Liz Braithwaite	New policy draft
V1.0	March 2024	K Rochester	Policy approved by CEO
V1.1	December 2024	Liz Braithwaite	Policy reformatted using new template and Trust name change updated. No material changes to policy content; CEO review not required.
V1.2	January 2025	Liz Braithwaite	Section 20 was amended to reflect greater clarity around DBS requirements for contractors. Review and amendments were undertaken in consultation with AS and HF. CEO to review and approve.
V1.2	January 2025	Katie Hughes	Personalised for Thomas Alleyne's High School and approved by Local Academy Committee



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1. Introduction

A volunteer is a person who gives freely of their time, skills and experience to the school without expectation of financial reward.

Volunteering can take many forms; some tasks can require particular skills whereas others require no specific skills. It may be a one-off activity, for a limited time to complete a particular activity or project or carried out on a frequent basis.

A visiting speaker is a person who is asked, or requests, to speak at a school-based event involving pupils. The person is usually not organising the event in any way and will be participating under the supervision and guidance of a member of staff. This will include but is not restricted to ex-pupils returning to give talks or presentations and individuals from business, industry, commerce, associations, public services, charities, religious groups or individuals with no formal association to any particular body.

This policy also covers those who are undertaking work experience in the school.

2. Policy Statement

Innovate2Educate Partnership encourages the appropriate use of voluntary workers and recognises the immense benefits that volunteers and visitors can bring and the links that they make between the school and the local community.

In return the school hopes to give its volunteers an opportunity to exercise their skills in a different environment and to undertake new experiences.

It is the policy of Innovate2Educate Partnership that voluntary activities will not be a substitution for paid employment.

3. Equality, Diversity, Inclusion and Belonging Statement

The school is committed to ensuring that our EDIB policy is fully effective. All new volunteers will be given an outline of our EDBI policy document. School staff and volunteers will be expected to adhere to the principles contained in the policy.

The school is committed to ensuring our volunteering opportunities are accessible to all through open and flexible recruitment, selection, support, monitoring and evaluation procedures.

This policy complies with the provisions of:

- a) The Employment Rights Act 1996 Volunteers are not employees of the school and therefore do not have a contract of employment or benefit from the terms of the Act
- b) The Immigration, Asylum and Nationality Act 2006 It is a criminal offence to employ someone who has no right to work in the United Kingdom, or no right to undertake the work being offered. This also applies to voluntary work.
- c) The Rehabilitation of Offenders Act 1974 Spent convictions will be disclosed and taken into account when considering suitability to work as a volunteer with children, vulnerable adults or in certain other positions of trust.
- d) The Safeguarding of Vulnerable Groups Act 2006 All individuals seeking to volunteer in regulated activities must undergo an enhanced CRB Disclosure check prior to commencement of duties.

- e) The Occupier's Liability Act 1957 The school has a duty of care to all individuals, including volunteers, who visit its premises.
- f) The Health and Safety at Work Act 1974 Under section 3 of the Act the school has a duty to ensure that individuals who are not employees are not exposed to health and safety risks. This includes volunteers.
- g) The General Data Protection Regulation (GDPR) places obligations on Data Controllers to keep personal data safe and protected at all times. A volunteer will have a duty of care to ensure that any personal data they may have access to in relation to the agreed work in the school, is also kept safe and protected at all times.

4. Status

A volunteer is not an employee and will not have a contract of employment with the school or benefit from any of the school's terms and conditions of employment, such as payment for work, holidays or sickness.

The school will agree a role with the volunteer and there will be an expectation that the volunteer will meet the requirements of the role and that the school will provide an opportunity for the volunteer.

The volunteer's role must not include working with their own child(ren) or be in the class of their own child(ren).

The volunteer is free to refuse to fulfil the role and the school is not bound to provide the opportunity. It is expected that both the school and the volunteer will give as much notice as possible if unable to meet these expectations.

Volunteers are not, and must never be, a substitute for employees.

5. Recruitment

The recruitment process for volunteers should be carried out by the Headteacher (or nominated member of staff).

Unless the volunteering opportunity is a one-off short-term nature a person wishing to become a volunteer should complete a volunteer application form. The applicant should be asked to identify areas in which they would like to volunteer. (The Volunteer Application form can be found in Appendix 1)

If there is a suitable volunteering opportunity an interview should be conducted to gauge the person's aptitude and suitability.

Depending upon the nature of the opportunity, the prospective volunteer may be subject to the following checks:

- a) References. Two references are mandatory.
- b) Disclosure and Barring Service (DBS). This is mandatory where the volunteer will have substantial access to children or other vulnerable groups and must be carried out in accordance with the i2e Recruitment Policy. It is the responsibility of the Headteacher to ensure that the statutory DBS requirements are met, and reference has been made to the Recruitment Policy.
- c) Where DBS clearance is required the individual must not commence any unsupervised voluntary activities prior to receipt of satisfactory clearance.
- d) The DBS details of volunteers will be recorded on the school's Single Central Record.
- e) Medical clearance may be required where the volunteer has declared a medical condition which should be taken into consideration by the Headteacher or where the volunteer will be required to undertake a role that involves a significant level of physical activity.

- f) Volunteers' personal records will contain only relevant information from their recruitment process. Any information given in confidence will only be used for the purpose for which it was intended and will not be disclosed to others within or outside the school without the informed consent of the individual concerned.
- g) Volunteers' personal information will be stored securely, and access restricted to the individual concerned and appropriate staff members.

6. Volunteering Agreement

Where it has been agreed that a role may be undertaken by a volunteer the volunteer will be invited to enter into a volunteering agreement with the school. This agreement will identify:

- the volunteer's role
- expectations in terms of how they conduct themselves
- any training that the volunteer is expected to undertake
- health and safety requirements
- the insurance cover that will be provided for the volunteer
- who will supervise the volunteer
- how the volunteer will be notified if their role is to come to an end
- which class (not their own child's, if applicable) they will be based in

7. One off Volunteering Opportunities

Some activities may involve volunteers on a one-off, short-term basis. If the volunteering opportunity is of one day's duration or less and not likely to recur the recruitment process outlined in sections 5 and 6 above will not apply. In such cases the Headteacher or supervisor must ensure that all volunteers involved in the event record their attendance (signing in book / systems).

8. Health & Safety

The school has a responsibility for the health and safety of volunteers and will provide any reasonable training required for the role, including health and safety training.

Volunteers should always follow the school's health and safety policies and procedures. They have a duty to take care of themselves and others who might be affected by their actions. Volunteers must report all accidents and 'near miss' incidents to their supervisor.

Volunteers must be advised that they are not permitted to act outside their authorised area of work.

It is the responsibility of the supervisor to ensure that an appropriate risk assessment is undertaken for each volunteering opportunity identified.

The supervisor will ensure that volunteers are provided with appropriate guidance on any health and safety issues that arise.

9. Reimbursement

Volunteers are unpaid and will not be eligible to receive expenses (this excludes Work Placement Volunteers)

Policies and procedures

Volunteers are expected to comply with all statutory regulations whilst they are on the premises or undertaking any of their volunteering duties, including health and safety, anti-discrimination and General Data Protection Regulations (GDPR), which are outlined in the i2e policies.

The Headteacher or delegated supervisor will ensure that the induction includes an explanation of these policies and procedures and any other policies that are relevant to the volunteering work e.g. safeguarding policies.

Insurance

The school will ensure that volunteers / visitors are covered for insurance purposes in respect of personal injury. The school also holds public liability insurance. The school's insurance will not cover unauthorised actions or actions outside the volunteering agreement.

10. Confidentiality

Volunteers may become aware of confidential information about the School, its employees, pupils, customers and suppliers. Volunteers must not disclose this information or use it for their own or another benefit without the consent of the party concerned. Any breaches in data security will leave the volunteer and the School vulnerable to significant penalties due to infringement of GDPR rules

Volunteers should not speak to the press or communicate with any other media on matters which directly relate to the affairs of the school. Volunteers must not discuss individual pupils with any person outside of school including their parents/carers.

11. Supervision

A supervisor will be designated to support and manage the volunteer. The supervisor will review the arrangements on a regular basis. If the volunteer has any queries or would like to change their role this should be discussed with the supervisor.

12. Dealing with Problems

- a) If a volunteer has any concerns or complaints regarding a pupil they must raise it immediately with their supervisor, this includes concerns over breaches in data security.
- b) All volunteers should be aware of safeguarding procedures for dealing with disclosure by a pupil.
- c) The supervisor will deal with any concerns or complaints raised in a timely manner in accordance with school policies.
- d) If the volunteer wishes to make a formal complaint this should be put in writing to their supervisor.
- e) If it is not possible to reach a solution the volunteer may raise the matter with the Headteacher or designated senior leader who will meet with the volunteer to discuss the issue raised and seek a solution.
- f) If a complaint is made about a volunteer, this will be notified to the volunteer in writing and the Headteacher will decide whether any action should be taken

13. Volunteer's Pack

On commencing the voluntary role, the volunteer will be given an appropriate induction and (unless the volunteering opportunity is for a one-off event) a pack containing:

- General information about the school, as appropriate
- A copy of this volunteering policy
- A standard volunteering agreement
- Details of where the volunteer can access the i2e policies and procedures.
- A copy of the staff handbook
- A copy of volunteer guidance documents

14. Records

Personal data pertaining to volunteers will be processed as necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller. A record of volunteers and associated documents, as appropriate will be maintained by the School in accordance with the General Data Protection Regulation (GDPR).

15. General Procedural Requirements for Visitors and Volunteers

Volunteers and visitors must report to the School's Main Reception when arriving or leaving the School; they will be asked to sign in and out and to receive a visitor's badge. Notices are displayed indicating that all visitors are required to report to the School Reception. Safeguarding and Fire safety information should be shared with all volunteers / visitors upon arrival.

If volunteers and visitors arrive before 8.30am member of staff responsible for arranging the visit must make appropriate arrangements to meet the volunteers/visitors and arrange for them to return to Reception as soon as it is open to sign in and collect their volunteer/visitor badge. At the end of their time in School, volunteers/visitors must be signed out by a member of staff in reception on returning their badges. If visitors depart after 4.00pm the member of staff hosting the visit should retain the visitor badge once the volunteers/visitors are ready to depart and return the badges to the office.

The Office is responsible for ensuring that the record of visitors is checked regularly, and any discrepancies accounted for. The Office staff should regularly check for non-returns of ID lanyards. This information should be reported to the Office Manager and/or Headteacher.

School pupils are to be regularly reminded that in the event of seeing a person they do not recognise and they are not displaying a visitor badge, they should tell a member of staff straight away. Similarly, staff should always approach someone they do not recognise who is not wearing a visitor badge and offer their assistance.

Visitors who should wear badges

- Those enquiring about admission to the School who leave the reception area
- Adults attending an employment interview.
- Teachers/pupils from other educational establishments other than those here for a sports fixture or such event where all members of the party are escorted at all times.
- Tutors of students on placement or work experience.
- Contractors working on site.
- Professional agencies.
- Former pupils.
- Governors and Trustees.
- Guest/Visiting Speakers

Exceptions to Visitor Requirements

- Employees of the School.
- Pupils enrolled at the School.
- Registered School volunteers/helpers.
- PGCE students on placement at the School.
- Students on work experience at the School.
- Suppliers/contractors making deliveries or collections, provided they are not anywhere other than the delivery point.
- Parents/guardians dropping off or collecting pupils and who remain in the car park.
- Parents, Visitors, Governors or Trustees who have been invited to visit the School as part of a scheduled open day, special event, calendared event or scheduled performance by a class, team or group including sporting fixtures.

- Other adult participants in organised and school-approved activities during out-of-school hours.
- All visitors who remain in the reception area.

16. Parents/Carers and visitors attending events

Parents or visitors who have been invited to visit the school as detailed in the 'Exceptions to Visitor Requirements' above are restricted to the areas of the school where the event is taking place.

Parents and visitors should only use the designated adult toilet facilities and must not access pupil toilet facilities. If they are in any doubt they should consult a member of staff.

It is expected that the organising member of staff will manage and supervise their visitors at all times.

17. Contractors

All contractors attending and working on-site must be signed in and provided with a visitor badge / lanyard. It is accepted that for safety reasons it is not always appropriate for contractors to wear the lanyard around their neck however the contractor must have the lanyard on their person at all times. The Premises Officer/Site Supervisor (or office manager in their absence) must ensure all relevant safeguarding, Asbestos, and fire and safety information has been shared and signed for by the contractor (Contractors Log Signing in Sheet).

Contractor DBS Requirements and Supervision

Enhanced DBS Check Required (without barred list)

A contractor must have an enhanced DBS check when BOTH these conditions are met:

1. Their work provides regular contact with children, defined as EITHER:
 - Once a week or more frequently, OR
 - 4 or more days within any 30-day period
2. They are not engaged in regulated activity

Standard DBS Check Sufficient

A standard DBS check is adequate if the work meets ANY of these conditions:

1. Is a single piece of work that:
 - Has a clear start and end date
 - Is completed within one continuous period
 - Will not require repeat visits after completion
 - Is typically completed in no more than three working days

For example, installing a new boiler, repairing a broken window, installing new playground equipment

Work NOT considered one-time tasks, annual maintenance contracts, regular servicing agreements, rolling repair work across multiple areas, projects requiring periodic check-ups or adjustments

2. It occurs entirely outside school hours (including after-school clubs)
3. It takes place in areas inaccessible to children

4. It occurs in areas specifically cordoned off for work

Supervision Requirements

If a contractor has NO DBS checks:

- They **MUST** be supervised at all times by a staff member (typically the Premises Officer)
- They **MUST NOT** engage in regulated activity
- They **MUST NOT** work unsupervised under any circumstances

If a contractor has appropriate DBS checks:

- The Designated Safeguarding Lead (DSL) has the authority to determine the necessary level of supervision
- The supervision level should be based on specific circumstances and risk assessment
- There is no automatic right to unsupervised access

Under no circumstances should a contractor in respect of whom NO checks have been obtained be allowed to work unsupervised or engage in regulated activity.

18. Visiting Speakers

In line with guidance within the current Keeping Children Safe in Education Statutory Guidance and in relation to the Prevent directive and potential for radicalisation, no guest speaker must be booked and confirmed until such times as the school has completed a background check on the identified speaker. In most cases the attendance of a guest speaker will not fall under the criteria for “Regulated Activity” and as such a DBS check will not be appropriate.

The background check is to be based upon factors including, but not solely;

- Nature of the talk
- Identified audience
- If the speaker known to the school and if so how (i.e. parent/former pupil etc.) (note – being a former pupil will not necessarily negate the requirements for detailed background checks)
- When and where talk will take place
- Has the school been approached by the speaker/company?

As a minimum this check should consist of an internet search engine search to identify and confirm the individuals background and identity, in line with current awareness of the speaker. School office managers should always ask if the individual has a DBS and ask to see it if the answer is yes.

It may be appropriate to gain an independent reference on the validity of the guest speaker and the suitability of the subject matter from other schools who may have had recent visits from the speaker, to further confirm the validity of the speaker.

All the aforementioned checks are to be conducted discreetly and ahead of any confirmation of acceptance of the speaker to the school.

A formal register for the documentation of all guest speaker’s checks should be held.

On the day of the talk the organizing member of staff is required to meet the speaker in reception, request to see some form of identity (passport, driver license) and book the speaker in at reception ensuring they are issued with a visitor lanyard / badge. The guest speaker is to be accompanied at all times whilst on the school premises.



Appendix 1: Toolkit

Toolkit

- 1. VOLUNTEER APPLICATION FORM**
- 2. VOLUNTEER AGREEMENT**
- 3. AGREEMENT AND GUIDELINES FOR VISITING SPEAKERS**

1 - VOLUNTEER APPLICATION FORM

Innovate2Educate Partnership is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment. Anyone who is working as a regular volunteer will be required to complete a DBS disclosure prior to commencing voluntary work.

1. Personal Details

Name:

Contact address:

Email address:

Home Telephone Number:

Mobile Telephone Number:

2. Area/Activities of interest:

A large, empty rectangular box with a thin black border, intended for the applicant to write their area or activities of interest. In the background, there is a faint, stylized graphic of three people in blue, orange, and grey, with their arms raised in a celebratory or active pose.

3. Work/Voluntary Experience (Last 3 years) Employer's name and dates of employment

A large, empty rectangular box with a thin black border, intended for the applicant to write their work or voluntary experience over the last three years, including employer names and dates. In the background, there is a faint, stylized graphic of three people in blue, orange, and grey, with their arms raised in a celebratory or active pose.

4. Health

Do you have any health problems or disability of which we should be aware? Please delete as appropriate Yes / No

If Yes, please give details _____

5. References

Please supply the names and contact details of two-character referees (no family members or people living in your household)

1.

Name:

Address:

email:

tel no:

2.

Name:

Address:

email:

tel no:

6. Criminal Convictions

Please read the information [Understanding what's on your criminal record | Nacro](#) (click the link to view) before answering the following questions. If you are unsure whether you need to disclose criminal information, you should seek legal advice or you may wish to contact Nacro or Unlock for impartial advice. There is more information on filtering and protected offences on the Ministry of Justice website.

Nacro – <https://www.nacro.org.uk/criminal-record-support-service/> or email helpline@nacro.org.uk or phone 0300 123 1999

Unlock – <https://hub.unlock.org.uk/contact/> phone 01634 247350 text 07824 11384

Do you have any criminal convictions or any pending? Yes / No (Please delete as appropriate).

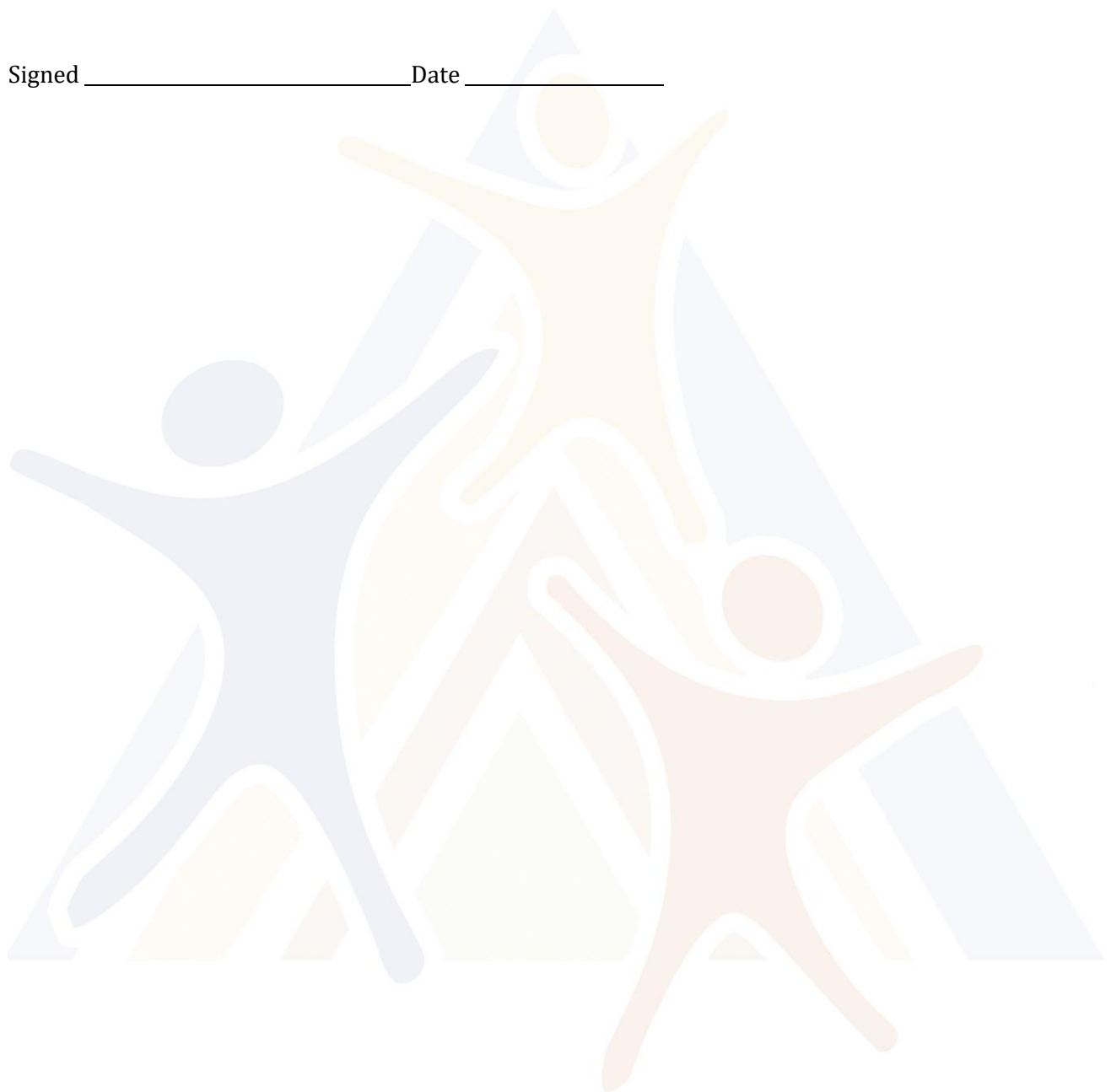
If yes, please ask for the school's Criminal / Suitability self-disclosure form to give details.

(A prior or pending criminal conviction may not prevent you from volunteering but failure to disclose relevant information may result in an unsuccessful application.)

7. Personal Declaration:

I hereby apply to become a volunteer at Thomas Alleyne's High School. I also agree to abide by all school Health & Safety, GDPR, Child Protection/Safeguarding policies together with guidelines and risk assessments and understand that I have a responsibility for my own and others Health & Safety while volunteering with the school.

Signed _____ Date _____



2- VOLUNTEER AGREEMENT

Thank you for offering your services as a volunteer with Thomas Alleyne's High School. Your offer of help is greatly appreciated, and we hope that you will both gain from and enjoy your experience here.

Name of volunteer _____

Name of Supervisor _____

Date voluntary work will commence _____

Date voluntary work will end _____

Outline of main tasks/activities that the volunteer will be involved in



Please read and sign both copies of this volunteer agreement, return one to your supervisor and retain one for your records.

Declaration

I have read a copy of the school's Volunteer Policy and agree to adhere to this at all times I agree to abide by the school's policies and procedures I agree to work only as directed by school staff.

Signed _____

Print Name _____

Signed _____ (member of school staff)

Position _____ Date _____

3 - AGREEMENT AND GUIDELINES FOR VISITING SPEAKERS

In order to maintain a clear focus on our main priority of Teaching and Learning within a safe and protective environment, care must be exercised to respect the diverse views and values of all pupils.

Name of Visiting Speaker	
Organisation / If Applicable	

The Visiting Speaker agrees to the following Terms and Conditions:

1. The presentation must be appropriate to the age and maturity level of the children.
2. Appropriate dress, language, and behaviour are required at all times.
3. The presentation must not incite hatred, violence or call for the breaking of the school rules.
4. The Visiting Speaker is not permitted to encourage, glorify or promote any acts of terrorism including individuals, groups or organisations that support such.
5. The Visiting Speaker must not spread hatred and intolerance of any minority group/s in the community and thus aid in disrupting social and community.
6. The Speaker must demonstrate a commitment to adhere to the School's 'values and ethos'.
7. The content of the speech/presentation must make a positive contribution to pupils learning.
8. The Visiting Speaker must seek to avoid insulting other faiths or groups, within a framework of positive debate and respect.
9. Visiting Speakers are not permitted to raise or gather funds for any external organisation or cause without express permission from the Headteacher.
10. Compliance with the School's Equal Opportunities (Equalities act 2010) and Safeguarding Policies.
11. School staff have the right and responsibility to interrupt and/or stop the presentation for any violation of this.
12. Evaluation will be made to determine the usefulness of the visitor/Speaker in relation to the curriculum.
13. I have read and understood these guidelines and agree to abide by them.

VISITING SPEAKER'S SIGNATURE: _____

DATE: _____