



Volunteers in School Policy

Person(s) responsible for updating the template policy:	Director of Safeguarding
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Person(s) responsible for local adaptation of the policy (in consultation with WeST Community Council):	Beth Duffield (Deputy Headteacher) D Brown (Operations Manager)

WeST Vision, Mission and Values

[Westcountry Schools Trust - Our Vision, Mission and Values](#)

Providing Accessible Formats

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Version History

Date	Substantive Changes in Version
Oct 2022	• New policy
Oct 2025	• Addition of Appendix 3 (Visiting Speaker checks as per Visiting Speaker Policy) • Additional information around checks on volunteers in regulated and non-regulated activity • Added reference to WeST Complaints Policy
June 2026	• Updated section on DBS checks for volunteers to include children's barred list check, as per new statutory requirements from 1/9/26

The Volunteers in School Policy is part of the school's safeguarding systems. It must be read in conjunction with our Child Protection and Safeguarding Policy, Code of Conduct, Health and Safety Policy, Low-Level Concern Policy, Whistleblowing Policy and the latest version of [Keeping Children Safe in Education](#) (KCSIE).

Other policies (such as our Online Safety Policy or Educational Visits Policy) may apply depending on the nature of the volunteering role.

Introduction

Volunteers at our Coombe Dean School bring with them a range of skills and experience that can enhance the learning opportunities of children at our school/business unit. We welcome and encourage volunteers from the local community. Our volunteers include:

- Those in governance
- Parents of pupils
- Ex-pupils
- Students on work experience
- Aspirational experts

The types of activities that volunteers are engaged in may include:

- Hearing children read
- Working with small groups of children
- Working alongside individual children
- Sharing their skills/knowledge by talking to a class
- Working in non-pupil facing roles e.g. administration

Becoming a Volunteer

Anyone wishing to become a volunteer, either for a one-off event or on a more regular basis, e.g. hearing children read, should contact the Headteacher, SENDCo or School Office. Volunteers should complete the Volunteer Information Sheet (Appendix 1) with their contact details, the types of activities they would like to help with, and the times they are available.

Before starting to help at Coombe Dean School, volunteers should complete the Volunteer Agreement (Appendix 2), which sets out the expectations for volunteers and asks them to confirm that they have received a copy of this policy.

Coombe Dean School will seek enhanced DBS clearance and a children's barred list check for any regular volunteers¹ before they come into the setting to protect the staff and children. Volunteers without prior DBS checks will not be left alone with children and will be supervised by a member of staff, in line with KCSIE requirements.

Volunteers will be given a copy of the latest version KCSIE (Part 1) to read before starting and sign to confirm they have read and understood KCSIE, the Child Protection and Safeguarding policy and the WeST Code of Conduct.

Expectations

All adults who work at Coombe Dean School are expected to work and behave in ways that actively promote positive behaviours and attitudes towards children's learning. This is achieved through role modelling and building strong relationships with children and staff.

¹ Regular in this context is the definition of regulated activity (in brief, on more than 3 days in a 30-day period or overnight)

These expectations are set out more clearly in the Staff Code of Conduct which serves as the benchmark for the conduct of all adults working in WeST schools and business units, whether in paid or voluntary positions.

Confidentiality

Volunteers in Coombe Dean School are bound by a code of confidentiality. They are in a position of trust, and, as such, information they pick up whilst in the setting must not be shared outside Coombe Dean School, including on social media.

Any concerns that volunteers have about the children they work with/come into contact with should be reported to either the class teacher or the designated safeguarding lead, depending on the context of the concern. Volunteers should not raise any concerns with the child's parents or with persons outside the school.

Volunteers who are concerned about anything another adult in the school does or says should raise the matter with the Headteacher (or CEO in the case of the WeST core team) in accordance with the WeST Low-Level Concern Policy and Child Protection and Safeguarding policies.

WeST also has a Whistleblowing Policy.

Supervision

All volunteers in class work under the supervision of the class teacher of the class to which they are assigned. Teachers always retain responsibility for children, including their behaviour and the activities they undertake. Volunteers should have clear guidance from the teacher on how an activity is carried out/what the expected outcome is. Volunteers are encouraged to seek further advice/guidance from the teacher in the event of any query/problem regarding children's understanding of a task or behaviour.

All volunteers working outside the classroom will work under the supervision of a nominated member of staff, who will provide clear guidance on the activities carried out and their associated outcomes.

Following the removal of the 'supervision exemption', all volunteers² working in regulated activity will be subject to a separate children's barred list check as well as an enhanced DBS check, irrespective of the level of supervision under which they are working.

Health and Safety

The school has a Health and Safety Policy. This is made available to all volunteers. Class teachers or nominated members of staff must ensure that volunteers are clear about emergency procedures (e.g., fire alarm evacuation) and any safety aspects associated with a particular task (e.g., using equipment/accompanying children on visits). Volunteers need to

² [Working or volunteering in regulated activity with children](#)

exercise due care and attention and report any obvious hazards or concerns to the class teacher/ senior leader/ Headteacher.

Child Protection

The welfare of our children is paramount. To ensure the safety of our children, we adopt the following procedures:

- All volunteers are given a copy of this Volunteers in School Policy and asked to sign a Volunteer Agreement (Appendix 2).
- They will also be asked to read and understand our KCSIE (Part 1), the school Child Protection and Safeguarding Policy and the WeST Code of Conduct.
- They will be made aware of our designated safeguarding members of staff and how to report concerns about a pupil.
- To always ensure the safety of our pupils, all our regular volunteers³ must have an enhanced DBS check, a separate children's barred list check and will be named on the school's/business unit's Single Central Record.
- Where a volunteer is engaged in a 'one-off' activity e.g. sharing their skills/knowledge by talking to the class, no formal checks are carried out on these volunteers. These volunteers will be under constant supervision of school staff and at no point unsupervised or alone with children, i.e. they will be supervised as per other visitors to the school.
- Where volunteers are presenting materials to pupils (e.g. in an assembly or through delivering part of a lesson), they should read the Visiting Speaker Policy and complete the form in the appendix of that policy and repeated in this policy as appendix 3.
- Where volunteers work in Coombe Dean School on a long-term basis, they should receive appropriate annual safeguarding refresher training from the Designated Safeguarding Lead.

Complaints

Should a volunteer be dissatisfied with an aspect of their volunteering role, or another matter in the school, this should be addressed as per the WeST Complaints policy.

³ Regular in this context is the definition of regulated activity (in brief, on more than 3 days in a 30-day period or overnight)

Appendix 1

Volunteer Information Sheet for new volunteers

Name of volunteer:

Date of Birth:

Other names known by (including maiden names):

Address:

Telephone Number:

What skills/areas would you like to help with in school?

Are there any particular age groups/classes you would like to work with?

Do you require any reasonable adjustments to be made? (Please provide details)

Thank you for taking time to complete this Volunteer Information Sheet. Please hand it to the Headteacher or business unit senior leader. Your offer of help is appreciated and we will be in touch shortly.

Appendix 2 - Volunteer Agreement

Thank you for offering your services as a volunteer at Coombe Dean School. Your offer of help is greatly appreciated and we hope that you will gain much from your experience here.

Please read and sign this Volunteer Agreement and return it to Coombe Dean School reception.

You will receive a copy of it for your records.

- I have received a copy of the school's Volunteers in School policy
- I have read and understood KCSIE part 1
- I have read and understood the school's Child Protection and Safeguarding policy
- I have read and understood the WeST Code of Conduct
- I know who the Designated Safeguarding Lead is in school and how to report concerns about a child or adult in the school
- I agree to support the values in school and those of Westcountry Schools Trust
- I agree to treat information I learn from being a volunteer in school as confidential
- I understand that I am required to undergo an enhanced DBS check to advise the school of my suitability as a volunteer.

Signed

Name.....

Date.....

Appendix 3 - Checks on Visiting Speakers (as per the WeST Visiting Speakers Policy)

Name(s) of visitors			
Organisation:			
Date(s) of visit			
Description of planned activity			
Description of online checks completed:			
Checks completed by:		Date:	
Note anything to discuss ahead of visit:			
Prevent Duty Declaration:	I agree that the school has discussed with me the content I plan to deliver and that: • I will not incite hatred, violence or call for the breaking of the law. • I will not encourage, glorify or promote any acts of terrorism including individuals, groups or organisations that support such acts. • I will not spread hatred and intolerance in the community and thus aid in disrupting social and community harmony. • I will avoid insulting other faiths or groups, within a framework of positive debate and challenge. • I will adhere to the relevant school's policies, e.g. safeguarding and equality • I will not raise or gather funds for any external organisation or cause without the express and written permission of the Headteacher.		
Signed:		Date:	
Counter-signed:		Date:	
Staff Member:			
Role:			