

Mossley Hollins High School



Volunteer Policy

At Mossley Hollins we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally, with respect and dignity, free from discrimination and harassment. Each person will be given fair and equal opportunities to develop their full potential regardless of their age, disability, gender, gender-identity, race, religion or belief, sexual orientation, pregnancy and maternity (refers to staff / employment), socio-economic background and special educational needs. Our school will tackle the barriers which could lead to unequal outcomes for these protected groups, ensuring there is equality of access and that we celebrate and value the diversity within our school community. The school will work actively to promote equality and foster positive attitudes and commitment to an education for equality

Data Protection Statement

The procedures and practice created by this policy have been reviewed under our Data Protection Policy in line with GDPR.

Accepted by the Governing Body 13th June 2019

Introduction

Our School takes the lead on development; we make every effort to support the needs of past pupils, the local community and wider relations.

The School is committed to safeguarding and promoting the welfare of children and expects all employees and volunteers to share this commitment.

Categories of Volunteers (this list is not exhaustive) –

- **Trainee Teacher Placements (linked to University or otherwise)**
- **Teaching – work experience volunteers**
- **Teaching Assistant – work experience volunteers**
- **Administration – work experience volunteers**

All volunteer placements (**excluding 'one-off' visitors working with pupils in a supervised capacity**) must complete the following stages of appointment.

Supporting Statement

All volunteers must submit a supporting statement, giving details of the nature of the placement they are seeking; highlighting their previous experiences and what tools/skills of value that they feel they will bring to the school. Further information relating to why they have chosen our school and detail of their motives to work with young people are looked for at this stage, together with details of the skills/experience they have to offer our school community.

Teaching and Teaching Assistant placements will also need to complete our Application for Voluntary Work Experience Placement, which seeks to obtain relevant information to enable the school to ascertain the nature of the placement.

All volunteer requests are acknowledged by the school; if we are unable to support a request, this is communicated to the applicant.

Ex-Mossley Hollins students cannot undertake voluntary work at the school until three years has passed since their leaving date.

Pre-Placement Checks

The nature of the placement is established, in the first instance, to ascertain the level of DBS required.

- i.e.
- Enhanced DBS with Barred List Check**
 - Enhance DBS (with no Barred List check)**
 - No DBS required**

If the placement is for observational purposes only, such as a GTP/PGCE, where no unsupervised contact with pupils is made, then a DBS is not necessary however, the school will undertake a risk assessment in this instance.

If the placement is for developmental purposes such as gaining TA experience/participating in class room/trip activities, where there is unsupervised contact with pupils, then a DBS is required. **The level of the DBS will be determined by an assessment of the activity being undertaken by the volunteer, i.e. a regulated activity or otherwise.**

If the applicant requires MHHS to apply for a DBS on their behalf, the applicant will be required to cover the cost of this.

Interview

All prospective volunteers are invited to attend a formal interview at school. At this stage they must supply photographic identification to confirm their identity.

During this interview, questions are asked (including safer recruitment questions) to ascertain the individual's motives for working within a school and their suitability to work with young children at our school. A range of possible answers are provided to the panel, which normally consists of the Faculty Leader/Manager and a member of the Human Resource Team and the school will ensure that one member of the panel is trained in Safer Recruitment.

Our selection process may also include an activity to establish confidence in a classroom or around pupils.

Successful Candidates

The school will retain a written record of the formal interview in the individual's file; in addition to this, personal information is obtained from the individual relating to their contact details, next of kin etc. Records of their DBS checks are also retained.

DBS information is also retained within the Single Central Record.

Induction

All new volunteers will undergo a thorough induction programme, including Child Protection and Health and Safety Induction.

The following policy documents will be issued to each volunteer

- **Safeguarding Child Protection Policy**
- **Health and Safety Policy**
- **Staff Code of Conduct Policy**
- **ICT Acceptable Use Policy**