



VOLUNTEERS POLICY



Help for non-English speakers

If you need help to understand the information in this policy, please contact the General Office

PURPOSE

To outline the processes that Ngurruga School will follow to recruit, screen, supervise and manage volunteers to provide a child safe environment, and to explain the legal rights of volunteers.

SCOPE

This policy applies to the recruitment, screening, supervision and management of all people who volunteer at our school.

DEFINITIONS

Child-connected work: work authorised by the school governing authority/provider of a school boarding services and performed by an adult in a school or school boarding premises environment while children are present or reasonably expected to be present.

Child-related work: As defined by the *Worker Screening Act 2020 (Vic)*, child-related work is work that usually involves direct contact (including in person, over the phone, written and online communication) with a child that is a central part of that person's duties. It does not include work that involves occasional direct contact with children that is incidental to the work.

Closely related family member: parent, carer, parent/carer's spouse or domestic partner, stepparent, parent/carer's mother or father in-law, grandparent, uncle or aunt, brother or sister, including step or half siblings.

Volunteer worker: A volunteer school worker is a person who voluntarily engages in school work or approved community work without payment or reward.

School work means:

- Carrying out the functions of a school council
- Any activity carried out for the welfare of a school, by the school council, any parents' club or association or any other body organised to promote the welfare of the school
- Any activity carried out for the welfare of the school at the request of the principal or school council
- Providing assistance in the work of any school or kindergarten
- Attending meetings in relation to government schools convened by any organisation which receives government financial support

This is a broad definition and means that volunteers who participate in school community activities, such as fundraising and assisting with excursions, are legally protected (ie indemnified) from action by



others in the event of an injury or accident whilst they are performing volunteer school work in good faith.

POLICY

Ngurraga School is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. Ngurraga School also recognises the valuable contribution that volunteers provide to our school community and the work that we do.

The procedures set out below are designed to ensure that Ngurraga School's volunteers are suitable to work with children and are well-placed to make a positive contribution to our school community.

Becoming a volunteer

Members of our school community who would like to volunteer are encouraged to contact the General Office or their child's classroom teacher for further information. Additionally, Ngurraga School will also send out communication to parents/carers and the school community via the newsletter and the Compass and Seesaw platforms seeking volunteer support – in these instances prompts and information will be provided as to how to express their interest

There will be varying opportunities to volunteer at the school which include; providing support in the classroom, in the library, sporting or drama events, camps & excursions, fundraising events and more.

When selecting volunteers for varying activities the following factors will be taken into consideration:

- overall operation of the school or event
- benefits to students
- impact (positive or negative) on the student/s related to the volunteer.

All volunteers must have a valid Working with Children Clearance (WWCC). Once approved, volunteers will be provided with a Child Safety Induction Pack and may be asked to undergo a school run induction and training session to familiarise themselves further with school policies and procedures. Volunteers who are working in classrooms or with students on camps and excursions, may receive additional training or information about working with students with disabilities or additional needs.

Suitability checks including Working with Children Clearances

Working with students

Ngurraga School values the many volunteers that assist in our classrooms/with sports events/camps/excursions and other varying school activities. To ensure that we are meeting our legal obligations under the *Worker Screening Act* and the Child Safe Standards, Ngurraga School is required to undertake suitability checks which in most cases will involve asking for evidence of a Working with Children (WWC) Clearance and may also involve undertaking reference, proof of identity, qualification and work history involving children checks.

Considering our legal obligations, and our commitment to ensuring that Ngurraga School is a child safe environment, we will require volunteers to obtain a WWC Clearance and produce their valid card to the General Office staff for verification in the following circumstances:



- **Volunteers who are not parent/family members** of any student at the school if they are engaged in child-related work regardless of whether they are being supervised.
- **Parent/family volunteers** who are assisting with any classroom or school activities involving direct contact with children in circumstances where the volunteer's child is **not** participating, or does not ordinarily participate in, the activity.
- **Parent/family volunteers** who assist with excursions (including swimming), camps and similar events, regardless of whether their own child is participating or not.
- **Parent/family volunteers** who regularly assist in school activities, regardless of whether their own child is participating or not
- **Parent/community School Council members** sitting on School Council with student School Council members, regardless of whether their own child is a student member or not

In addition, depending on the nature of the volunteer work, our school may ask the volunteer to provide other suitability checks at its discretion (for example, references, work history involving children and/or qualifications). Proof of identity may also be required in some circumstances.

Non-child related work

On some occasions, parents and other members of the school community may volunteer to do work that is not child related. For example, school council, participating in sub-committees of school council, fete coordination, other fundraising groups that meet in the evenings during which children will not be, or would not reasonably be expected to be, present.

At Ngurruga School, volunteers for this type of work will still be required to provide a valid WWC clearance.

Training and induction

Under the Child Safe Standards volunteers must have an appropriate induction and training in child safety and wellbeing.

To support us to maintain a child safe environment, before engaging in any work where children are present or reasonably likely to be present, volunteers must familiarise themselves with the policies, procedures and code of conduct referred to in our Child Safety Induction Pack and ensure the actions and requirements in these documents are followed when volunteering for our school.

Depending on the nature and responsibilities of their role, Ngurruga School may also require volunteers to complete additional child safety training.

Management and supervision

All volunteers will be required to follow the same sign in procedure as set out in the school's *Visitors policy*.

Volunteer workers will be expected to comply with any reasonable direction of the principal (or their nominee). This will include the requirement to follow our school's policies, including, but not limited



to, our *Child Safety and Wellbeing Policy*, our *Child Safety Code of Conduct* and our *Statement of Values and School Philosophy*.

Volunteer workers will also be expected to act consistently with Department of Education policies, to the extent that they apply to volunteer workers, including the Department's policies relating to [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#).

The principal (or their nominee) will determine the level of school staff supervision required for volunteers, depending on the type of work being performed, and with a focus on ensuring the safety and wellbeing of students.

The principal has the discretion to make a decision about the ongoing suitability of a volunteer worker and may determine at any time whether or not a person is suitable to volunteer at Ngurruga School

Privacy and information-sharing

Volunteers must ensure that any student information they become aware of because of their volunteer work is managed sensitively and in accordance with the [Schools' Privacy Policy](#) and the Department's policy on [Privacy and Information Sharing](#).

Under these policies, student information can and should be shared with relevant school staff to:

- support the student's education, wellbeing and health;
- reduce the risk of reasonably foreseeable harm to the student, other students, staff or visitors;
- make reasonable adjustments to accommodate the student's disability; or
- provide a safe and secure workplace.

Volunteers must immediately report any child safety concerns that they become aware of to a member of staff to ensure appropriate action. There are some circumstances where volunteers may also be obliged to disclose information to authorities outside of the school, such as to Victoria Police. For further information on child safety responding and reporting obligations refers to: *Child Safety Responding and Reporting Obligations Policy and Procedures*.

Records management

While it is unlikely volunteers will be responsible for any school records during their volunteer work, any school records that volunteers are responsible for must be provided to General Office staff to ensure they are managed in accordance with the Department's policy: [Records Management – Schools](#).

Compensation

Personal injury

Volunteer workers are covered by the Department of Education's Workers' Compensation Policy if they suffer personal injury in the course of engaging in school work.

Property damage

If a volunteer worker suffers damage to their property in the course of carrying out school work, the Minister (or delegate) may authorise such compensation as they consider reasonable in the



circumstances. Claims of this nature should be directed to the principal who will direct them to the Department's Legal Division.

Public liability insurance

The Department of Education's public liability insurance policy applies when a volunteer worker engaged in school work is legally liable for:

- a claim for bodily injury to a third party
- damage to or the destruction of a third party's property.

COMMUNICATION

This policy will be communicated to our school community in the following ways:

- Available publicly on our school's website
- Included in induction processes for relevant staff
- Included as a link in all invitations to prospective volunteers
- Included in our staff handbook
- Discussed in an annual staff briefing/meeting
- Made available in hard copy from school administration upon request

RELATED POLICIES AND RESOURCES

Ngurruga School policies and resources relevant to this policy include:

- *Statement of Values and School Philosophy*
- *Visitors Policy*
- *Child Safety and Wellbeing Policy*
- *Child Safety Code of Conduct*
- *Child Safety Responding and Reporting Obligations Policy and Procedures*
- *Inclusion and Diversity Policy,*
- *Ngurruga School's Child Safety Induction Pack*

Department policies:

- [Equal Opportunity and Anti-Discrimination](#)
- [Child Safe Standards](#)
- [Privacy and Information Sharing](#)
- [Records Management – School Records](#)
- [Sexual Harassment](#)
- [Volunteers in Schools](#)
- [Volunteer OHS Management](#)
- [Working with Children and Other Suitability Checks for School Volunteers and Visitors](#)
- [Workplace Bullying](#)

POLICY REVIEW AND APPROVAL

Policy last reviewed	July 25, 2025
Consultation	Consultation with students, staff and parents and/or School Council to take place in Term 1, 2026 (or as soon as the School Council is appointed)
Approved by	Principal
Next scheduled review date	Term 1, 2026



	To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 2 years thereafter*
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*The Volunteers Policy will be reviewed earlier if a significant incident occurs or due to legislative changes.