



Information and Code of Conduct for Volunteers

Surrey Hills All Saints Primary School highly values parents and others who volunteer to help support our school. We appreciate your support, contributions and assistance, from which many of our pupils greatly benefit.

It is our duty to ensure that whilst you are engaged in voluntary activities for the school that we care for you and ensure your safety. We also, of course, have a duty to ensure that our pupils' welfare is promoted, they are cared for appropriately and they are safeguarded from any harm.

This information is to inform you of what measures we need to apply to ensure that all volunteers and pupils are safe and cared for.

DBS Checks

We have a responsibility to ensure that all adults working for the school are suitable people to work with children. The DfE and the Local Authority set out guidance regarding when adults working on behalf of the school must be subject to these checks. This means that, depending on the nature and regularity of your help, also the level of contact you have with children, we will need to ask for your permission for a DBS check.

This check is to ensure that you are not included on the Children's Barred List, you do not have relevant police cautions or convictions, and the police do not have any other information about you which suggests that you may be unsuitable to work with children.

We appreciate that some potential volunteers find this intrusive and unacceptable; however, we wish to reassure you that this information is solely for the purpose of ensuring that our pupils are safe and that your integrity is assured. We can further assure you that this information will be kept confidential and shared with those who 'need to know' (usually the headteacher and the Local Authority) and securely stored. If you do have convictions this does not mean that you will be considered unsuitable; usually this would only apply if a person has convictions for offences against children, sex offences or offences of serious violence.

No checks will be undertaken without your agreement and you will receive a copy of the check.

In some instances we may ask for your permission to seek information from another person regarding your suitability to work with children e.g. from an employer.

If you have any concerns or would like further information about checks, please discuss these with the Headteacher.

Welfare and Safety of Volunteers and Children

We undertake to ensure that any activities which you are involved with are planned properly and safely, also that you are consulted on and informed of these plans. This helps us to make sure that you are happy and comfortable with the arrangements, also that you have the opportunity to make us aware of any anticipated difficulties, reservations or problems which may arise. We further undertake to ensure that at

all times you will have access to a member of the school staff should any emergencies arise or you need to talk to someone immediately regarding any difficulties.

Code of Conduct

It is essential that we acknowledge that the vast majority of volunteers behave appropriately whilst working with our pupils. However, expected conduct of adults working in or for a school is sometimes different to that which applies whilst caring for our own children. Conduct is also governed by certain laws and government guidance (e.g. smacking other people's children is not allowed). Further, staff and volunteers sometimes express uncertainty as to what is and isn't acceptable and ask for guidance regarding those behaviours which, whilst most probably innocent, may be considered illegal, improper or could be misconstrued by another person.

The following, therefore, gives a guide to appropriate conduct whilst working in or on behalf of the school (e.g. residential visits, reading with a child or out of school activities). Adherence to this code will ensure that both children and adults are safe, including from the possibility of allegations being made against them.

You should always:

- Adhere to all school and GST policies, many of which are specifically written with safeguarding in mind. For example: Child Protection/Safeguarding, Anti Bullying and Behaviour, Equality, Health and Safety, and Online Safety. All Policies that are relevant to volunteers can be found within the volunteer section on our Website www.surreyhillprimaryschool.org
- Behave in a mature, respectful, safe, fair and considered manner at all times.
- Provide a good example and 'positive role model' to the pupils.
- Observe other people's right to confidentiality (Unless you need to report something to the Headteacher or DSL e.g. concerns about a child protection issue).
- Treat all children equally; never confer favour on particular children, or build 'special relationships' with individual children, except where one to one working is part of a plan agreed with your manager (eg for counselling, tuition, mentoring or other purpose).
- Respect the confidentiality of children and staff in our school.

Report to the Head teacher / DSL (or in the case of an allegation concerning the Headteacher the Chair of Governors): (As soon as possible)

- Any behaviour or situation which may give rise to complaint, misunderstanding or misinterpretation, against yourself.
- Any difficulties that you are experiencing, for example, coping with a child presenting particularly challenging behaviour; situations where you anticipate that you may not be sufficiently qualified, trained or experienced to deal with or handle appropriately.
- Any behaviours of another adult in the school which give you cause for concern or breach of this code of conduct or other school policies and procedures.

You should never:

- Behave in a manner that could lead a reasonable person to question your conduct, intentions or suitability to care for other people's children.
- Touch children in a manner which is or may be considered sexual, threatening, gratuitous or intimidating.

- Discriminate either favourably or unfavourably towards any child.
- Give personal contact details, text email or telephone, or make arrangements to contact, communicate or meet children outside of school.
- Use your personal mobile phone/technology when on school premises.
- Take images of the children or staff.
- Develop 'personal' or sexual relationships with children.
- Push, hit, kick, punch, slap, throw objects at or smack a child or threaten to do so.
- Make inappropriate* remarks or jokes of a personal, sexual, racial, discriminatory, intimidating or otherwise offensive nature.
- Be sarcastic, embarrass or humiliate, make remarks or "jokes" to children of a personal, racist, discriminatory, intimidating or otherwise inappropriate* or offensive nature.
- Give or receive (other than 'token') gifts unless arranged through the Headteacher, for example, outgrown sports kit, football boots or uniform.
- Allow, encourage or condone children to act in an illegal, improper or unsafe manner e.g. smoking or drinking alcohol.
- Undertake any work with children when you are not in a fit and proper physical or emotional state to do so. For example: under the influence of medication which induces drowsiness; with a medical condition which dictates that you should not be caring for children; under extreme stress which is likely to impair your judgement.

*** Please note:**

It is the perception of the person subject to a remark or action rather than your stated intention that defines 'appropriate' or 'inappropriate'.

I have read the school's information for volunteers and agree to abide by the Code of Safe Conduct therein.

Signed: Date:

Print:

Many thanks for your support of the school and it's arrangements for the safety and care of children and adults in our school community

Headteacher