



Volunteer Policy

Autumn 2026

Coordinator: Senior Leadership Team

Date: Autumn 2026

Review Date: Autumn 2027

1. Introduction and aims

At Bowmansgreen Primary School we believe that volunteers provide a valuable contribution to the school's work, and that they enrich the school through the breadth of their knowledge and experience.

We are committed to using volunteers in a way that supports the school's strategic aims and vision, as well as its development plan.

The aim of our Volunteer Policy is to:

- Encourage the wider community to engage with the school, thereby enhancing the curriculum, raising achievement and promoting community cohesion
- Ensure that volunteers support the school's vision and values, and adhere to our policies
- Provide staff, volunteers and parents with clear expectations and guidelines
- Set a clear, fair process for recruiting and managing volunteers

This policy has been developed in line with the statutory safeguarding guidance [Keeping Children Safe in Education \(KCSIE\)](#) from the Department for Education (DfE).

2. Definition of a volunteer

Regular volunteers can be defined as those who help on more than 3 days in any period of 30 days or on an overnight stay. In line with Keeping Children Safe in Education 2026, volunteers who teach, train, instruct, coach or supervise children frequently (more than 3 days in a 30-day period) or overnight are considered to be undertaking regulated activity. These volunteers will be required to undergo an Enhanced DBS check with Children's Barred List information.

Volunteers who do not meet the threshold for regulated activity must remain appropriately supervised and will be subject to a risk assessment to determine what level of checks are required.

3. How we use volunteers

At Bowmansgreen Primary School volunteers may:

- Hear children read
- Accompany school visits
- Support school workshops
- Work with individual children
- Work with small groups of children
- Support specific curriculum areas, such as ICT or art

This isn't an exhaustive list.

Volunteers may be:

- Members of the governing board
- Parents
- Former pupils
- Students on work experience
- Local residents
- Friends of the school/members of FOBS

This is not an exhaustive list.

Members of the governing board working at the school in their capacity as governors (for instance, conducting school monitoring visits or attending meetings), are not covered by this policy. They are covered by our Governor Code of Conduct.

4. How to apply to volunteer

School staff often ask for volunteers to support school trips and class events. On these occasions these requests will be included in the correspondence about the event and volunteers will be able to share their availability with the school by returning the reply slip.

Volunteers who wish to take on a more regular role in school are requested to contact the school office asking for a Volunteer Application Form (Appendix A).

5. Appointment of volunteers

Regular volunteers are appointed by a member of the SLT.

Appointment and induction of new volunteers can take often 6 weeks and is dependent on the candidate and available spaces within the school.

All appointments are conditional upon the completion of the appropriate DBS and safeguarding checks, including an Enhanced DBS check with Children's Barred List information where the volunteer is undertaking regulated activity, and relevant training.

The headteacher reserves the right to terminate a placement at any time.

Enhanced DBS checks for volunteers working in the school through other organisations will be conducted by the relevant organisation, if needed. The school will ask for written confirmation that enhanced DBS checks have been carried out before a volunteer is allowed to start work at the school.

6. Safeguarding

Safeguarding our pupils is of paramount importance, and our volunteers must share our commitment to child protection.

To ensure we're upholding our responsibility to keep our pupils safe, we will:

- Conduct Enhanced DBS checks with Children's Barred List information on volunteers who:
 - Work 1-on-1 with pupils unsupervised
 - Work with groups of pupils unsupervised
 - Supervise or accompany groups of pupils on overnight residential visits

- Teach, train, instruct, coach or supervise children on more than 3 days in any 30-day period

These roles are deemed to be regulated activity under Keeping Children Safe in Education 2026.

- Consider the results of any DBS checks that return with unspent and spent listed convictions, and assess these on a case-by-case basis, with regard given to the nature of the conviction and the nature of the work the volunteer will be involved in
- Provide safeguarding training to all volunteers prior to them beginning work at the school, including ensuring that they have read and understood Part 1 of Keeping Children Safe in Education. In line with KCSIE 2026, all staff and volunteers should read Part 1 and the previous option to read Annex A instead of Part 1 no longer applies.
- Require volunteers to agree and adhere to our code of conduct (see Appendix 2) and to read, and adhere to, the school's policies on:
 - Safeguarding
 - Use of mobile phones
 - Allergy Awareness
 - ICT and internet acceptable use
 - Online safety
 - Behaviour
 - Whistleblowing
- Ensure that volunteers without an enhanced DBS check or on whom no appropriate checks have been obtained are always supervised, and are never left alone with pupils. Under no circumstances will a volunteer without appropriate checks be permitted to undertake regulated activity.
- The risk assessment will be recorded in writing and will consider the nature of the volunteer role, the frequency of contact with children, what is known about the volunteer, references provided, and whether an Enhanced DBS check without Barred List information or a Basic DBS check would be appropriate. The risk assessment will consider:
 - The nature of the work they will be doing
 - What we know about them
 - References from employers or other voluntary roles
 - Whether the role is eligible for an enhanced DBS check

Volunteers are expected to maintain professional boundaries at all times. Any safeguarding concern, allegation or low-level concern regarding a volunteer will be managed in accordance with the school's safeguarding procedures and Keeping Children Safe in Education. Volunteers must report any safeguarding concerns immediately to the Designated Safeguarding Lead (DSL). Volunteers should also feel able to raise concerns about poor or unsafe safeguarding practice through the school's whistleblowing procedures.

We legally cannot carry out a DBS check on a child under the age of 16 who is volunteering at our school. We will ensure that children who are volunteering are always under an appropriate level of supervision and conduct a risk assessment to consider any potential safeguarding issues.

At Bowmansgreen we accept DBS certificates from other organisations e.g. a football coach with a DBS through the Football Association.

The school may also record details of checks undertaken on volunteers and the dates safeguarding and safer recruitment training have been completed, in line with Keeping Children Safe in Education 2026 good practice guidance.

Details of regular volunteers to the single central record (SCR) include: name, date of birth, date that photo id was seen by the school, the date the volunteer started at the school, the date that the references were seen and DBS details.

7. Induction and training

At Bowmansgreen our volunteer induction training includes

- Safeguarding training
- Health and Safety training
- Allergy Awareness training
- Discussion of our Volunteers' Code of Conduct
- Professional training as appropriate

Volunteers must complete appropriate training prior to beginning work at the school.

Training requirements will be determined by the headteacher, or the appropriate member of staff.

All volunteers must have Safeguarding and Allergy Awareness training. Other training requirements will be based on the nature of the work the volunteer will be doing.

8. Confidentiality

Information about pupils, parents and staff is confidential. Volunteers are not permitted to discuss issues related to pupils, parents or staff with those outside of the organisation.

If volunteers have concerns, they should raise these with the appropriate member of staff. They shouldn't discuss them with pupils or parents.

This doesn't prevent volunteers from adhering to the school's safeguarding policy (with regard to reporting safeguarding concerns or disclosures).

If concerns relate to safeguarding, volunteers must follow the guidance in our Safeguarding Policy and inform the designated safeguarding lead (DSL).

If concerns are related to whistleblowing, volunteers must follow the guidance in our Whistle-blowing Policy.

9. Conduct of volunteers

Volunteers must comply with the Volunteer's Code of Conduct set out in Appendix 2 of this policy.

10. Expenses

Volunteers are not expected to provide resources and are politely requested to cover their own travel expenses.

If they would like to purchase materials for their volunteering role then they should discuss this in advance with a member of the Headship Team who will authorise the expenditure. Volunteers can then claim expenses, by completing our Expenses Claim Form in Appendix 4.

11. Insurance

The school's insurance policy does cover volunteers in the event of an accident or emergency.

If a volunteer is working at the school through another organisation, we will also check that organisation's insurance arrangements.

12. Data protection and record keeping

Our privacy notice for volunteers explains what information we collect about volunteers and why we collect it.

We will:

- Retain records relating to volunteers in line with our records retention schedule
- Remove details of volunteers from the single central record (SCR) once they no longer volunteer at our school

12. Monitoring and review

This policy has been approved by the Governing Body and will be reviewed regularly.

13. Links to other policies

This volunteering policy is linked to our:

- Child protection policy and procedures
- Allergy Awareness Policy
- Staff conduct policy#
- Use of mobile phones
- ICT and internet acceptable use
- Online safety
- Behaviour
- Whistle-blowing



Appendix 1: Volunteer Application Form

Complete the application form in full.

Please note that the school may not be able to accommodate all preferences.

DATA PROTECTION NOTICE

Throughout this form, we ask for some personal data about you. We'll only use this data in line with data protection legislation and process your data for 1 or more of the following reasons permitted in law:

- You've given us your consent
- We must process it to comply with our legal obligations

You'll find more information on how we use your personal data in our privacy notice. Please speak to the SBM if you wish to have a copy of our Privacy Notice.

PERSONAL DETAILS

Name:	
Date of birth:	
Gender:	
Telephone number:	
Email address:	
Home address:	

DISCLOSURE AND BARRING SERVICE (DBS) INFORMATION

Bowmansgreen Primary School is legally obligated to process an enhanced Disclosure and Barring Service (DBS) check before making appointments to relevant posts.

The enhanced DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that's considered relevant to the role. Any information that is "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

Volunteers working in regulated activity will also require a barred list check.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the Bowmansgreen Primary School's privacy notice.

DISCLOSURE AND BARRING SERVICE (DBS) INFORMATION

Do you have a DBS check? (please circle)	Yes/No
If yes, what type of check do you have? (please circle)	Basic DBS / Standard DBS / Enhanced DBS / Enhanced DBS with barred list information
Date of check:	
Certificate number:	

AVAILABILITY

	Monday	Tuesday	Wednesday	Thursday	Friday
AM					
PM					
Before school					
After school					
Lunchtimes					
How many hours per week/month can you volunteer?					
Can you commit to at least 1 term?					

EXPERIENCE AND QUALIFICATIONS

Do you have experience working as a volunteer, especially with children? If yes, please include details in the box below.

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EXPERIENCE AND QUALIFICATIONS

Why would you like to volunteer at Bowmansgreen Primary School?

Do you have any particular skills, employment experience or hobbies you would like to share with the school? (For example, languages spoken, sports, scouting, etc.)

Do you have any relevant qualifications?

PREFERENCES

What age group would you prefer to work with?	
Would you prefer to work 1-on-1 or with a small group?	

REFERENCES

Your placement as a volunteer may be subject to satisfactory references. Please give the details of 2 referees who can comment on your suitability (e.g. employers, colleagues, teachers, etc.).

Name:	Name:
Relationship to you:	Relationship to you:
Address:	Address:
Telephone number:	Telephone number:
Email address:	Email address:

DISABILITY AND ACCESSIBILITY

Bowmansgreen Primary School is committed to ensuring that applicants with disabilities or impairments receive equal opportunities and treatment.

If you have a disability or impairment, and would like us to make adjustments or arrangements to assist you, please state the arrangements you require:



Appendix 2: Code of Conduct for Volunteers

By signing this form, volunteers agree to the following:

1. School rules and policies

1.1. Volunteers will follow all school rules and policies, including those on:

- 1.1.1. Safeguarding
- 1.1.2. Allergy Awareness
- 1.1.3. ICT and internet acceptable use
- 1.1.4. Online safety
- 1.1.5. Mobile phones
- 1.1.6. Data protection
- 1.1.7. Health and safety
- 1.1.8. Equality
- 1.1.9. Whistle-blowing
- 1.1.10. Behaviour

1.2. Copies of the school policies are available online or from the school office

2. Professional conduct

- 2.1. Volunteers must accept and follow instructions provided by supervisors, and ask for guidance or clarification if required. Questions can be directed to the supervising member of staff, or to the school's volunteer co-ordinator.
- 2.2. Behaviour management is the responsibility of school staff. If volunteers witness behaviour that is in breach of the school's Behaviour Policy, or are struggling to manage the behaviour of pupils with whom they're working, they should alert the class teacher immediately. Volunteers should not attempt to reprimand pupils or issue sanctions.
- 2.3. Volunteers must conduct themselves in a professional manner at all times. This includes:
 - 2.3.1. Dressing in a way that is professional and appropriate to the work they are doing
 - 2.3.2. Refraining from using inappropriate language
 - 2.3.3. Setting an example for pupils by acting in a way that reflects the school's ethos and values
 - 2.3.4. Behaving in a way that is appropriate for the role they are undertaking
 - 2.3.5. Ensuring that comments, including those made on social media, do not bring the school into disrepute
- 2.4. Volunteers must not accept gifts from, or give gifts to, pupils. The exception is small tokens, such as those exchanged at the end of term or as a way of saying "thank you".
- 2.5. Volunteers must not transport pupils in their own cars unless specific arrangements have been made with the school, and the pupil's parents have consented.
- 2.6. Parent volunteers with children at the school must not act in a way that favours their own child and should not approach their child unnecessarily during the school day (for instance, during break times). They may not use their time as a volunteer to discuss their child's education with school staff.

2.7. If a volunteer is unable to come to school when they are expected/scheduled to be in, they must contact their supervisor or the school office as soon as possible. Inconsistent attendance may result in the placement being reviewed or terminated.

3. Safeguarding

- 3.1. Volunteers must be familiar with, and adhere to, the school's safeguarding and child protection policy. Safeguarding training will be provided to all volunteers before they begin their placement.
- 3.2. If volunteers have concerns about the welfare of a child, or if a child makes a disclosure, they should speak directly to the designated safeguarding lead (DSL) or deputy DSL. The DSL is the Headteacher and members of the SLT.
- 3.3. Volunteers should refrain from physical contact with pupils and should use their judgement to determine when physical contact is appropriate. If physical contact with pupils is required, volunteers should ask for a pupil's consent before touching them.
- 3.4. Volunteers must alert the DSL if a pupil develops an infatuation with them, and must not form personal relationships with pupils, either inside or outside of school, with whom they do not already have a personal relationship. This includes:
 - 3.4.1. Exchanging contact information
 - 3.4.2. Making contact with pupils outside of school, including on social media
 - 3.4.3. Arranging to meet pupils outside of school
- 3.5. Volunteers should not take or share photos of pupils unless instructed to do so by their supervisor.

4. Health and safety

- 4.1. Volunteers must abide by the school's health and safety and first aid policies. Volunteers are not to administer first aid, except in an emergency where none of the designated first aiders are available.
- 4.2. Volunteers must be familiar with the school's fire safety and emergency evacuation procedures.
- 4.3. Volunteers must sign in and sign out at the beginning and end of every visit and must wear a visitor badge at all times.

5. Confidentiality

- 5.1. Information about pupils, parents and staff at the school is confidential, and should not be shared with anyone else. Volunteers shouldn't discuss pupils with parents or other children. If parents approach volunteers for information, they should be directed to speak to a class teacher or the headteacher.

Failure to adhere to this code of conduct may result in the termination of the placement. In more serious cases, misconduct will be treated in line with the school's staff disciplinary procedures.

Please sign and date below:

Volunteer name:.....

Volunteer Signature:

Date:.....



Appendix 3: Requesting a Volunteer (information for staff)

If you'd like assistance from a regular volunteer in your classroom, please fill out the form below and submit to it to the Deputy Headteacher.

Volunteer Request Form

ACTIVITY DETAILS	
Year group/class	
Activity details	
Date(s) and time(s)	
Is this activity ... (circle one)	One-off? Daily? Weekly? Other? If other, please explain:
Will there be any costs for the volunteer (such as entry fees to museums, materials, or travel)?	
Volunteer details	
How many volunteers do you need?	
Do you need your volunteers to have any specific skills or experience?	



Submitted by:.....
Date:.....

Appendix 4: Volunteer Expenses Request Form

Please record any out-of-pocket expenses on this form. We will reimburse you for the following types of expenses:

materials for their volunteering role

Please submit your form monthly to the School Business Manager.

Please attach your receipts to this form. We can't reimburse expenses without them.

Name:

DATE	TYPE OF EXPENSE	AMOUNT

Signature:

For school use only:

Authorised by:

Date: