

## **Bethany School Volunteer Policy**

### **Context**

One of the core beliefs of Bethany School is that parents are principally responsible for the education of their children, and therefore school is an extension of family life. We encourage a very close partnership relationship between home and school, being committed to helping parents “train their child in the way he should go” (Proverbs 22v6).

For this reason we see parents and other volunteer helpers as an invaluable resource to our school, providing many benefits to staff, pupils and parents alike. They provide new skills and perspectives which help us to meet the needs of our pupils, and enrich the environment for the whole school community. We are very grateful to those people who give their time to help in school and hope that they feel welcome, valued and part of the Bethany family.

### **Aims**

This document seeks to provide clear expectations and guidelines for everyone involved in volunteering in Bethany School, including the process to follow before you start, and details of how we undertake checks for the safety and security of our pupils. It should be read in conjunction with Bethany Schools Safeguarding Policy and Staff Code of Conduct, and the Good Behaviour and Discipline Policy which can be found in the Induction file along with other relevant information.

### **Who are our volunteers?**

All parents involved in Bethany school give their time to support staff by completing regular practical jobs and family afternoon activities on a voluntary basis. This kind of help is not discussed in this policy. The Volunteer Helpers referred to in this policy are:

- **Parents** of existing Bethany school children or **other adults** regularly working alongside teachers in classrooms.
- People taking responsibility for a curriculum activity on an unpaid basis.
- Students doing work experience on the school premises.
- Governors

Volunteer helpers support the school in a number of ways such as

- Supporting individual pupils or groups within classrooms.
- Working 1:1 with a child outside the classroom.
- Hearing pupils read.
- Supervising small groups of children completing work that has been set for them by their teacher.
- Supporting individual education plans.
- Teaching specific subjects such as Art, DT, IT, Cookery, PE and Music.
- Helping on school trips to supervise groups and/or drive vehicles.
- Helping with administration or classroom organisation.
- Running lunch time clubs.
- Working on the Governing Body to provide oversight to the School

### **Before you start**

You will need to meet with a member of staff to discuss your skills and experience and your suitability to help in Bethany School. (See Appendix 1 for guidelines). You may be asked to complete a short application form and provide references at this stage, and a self-declaration about whether you are medically fit to work in school, as well as disclosing any criminal allegations made against you.

Most regular volunteers in school will come into direct contact with pupils and potentially be unsupervised in these roles. This is called “regulated activity” and means we are required to complete a police check called

an enhanced DBS with prohibition list check, before you start. To do this you will need to complete a self-declaration form and an online application and provide proof of identity. If you are helping on a one off basis for example on a school trip or special class activity or a short work experience placement, and are supervised by a teacher at all times you will not need to complete a DBS check.

Once checked, details will be held in the schools Single Central Record. The volunteer's name, date of birth and address will be recorded, along with the DBS number and date, and a copy of an ID document will be held securely in the school office for the duration of the volunteering.

Volunteer helpers will receive a face to face Safeguarding Induction which will include guidance about confidentiality, child protection and emergency procedures as well as instructions for completing their duties, dealing with pupil behaviour, the Code of Conduct for school staff, and the Online Safety acceptable use rules. Volunteers will be asked to read policies and information contained in an Induction File and sign to say that they have done so (See Appendix 3 "Volunteer Agreement and Induction Checklist"). Please do ask a member of staff or the Head Teacher if you have any questions regarding our policies and procedures.

### **Practical Considerations for when you start**

#### **CONFIDENTIALITY**

Volunteer helpers must not share information outside the school about pupils following a session as a volunteer, unless there is a child protection concern in which case the school procedure should be followed. Comments from the volunteer should be directed to the class teacher and questions or comments from parents should be referred to the class teacher also.

#### **SAFEGUARDING**

If you observe or hear something which may indicate that a child is being mistreated within school or outside of school, it is your duty to report this immediately to the Designated Safeguarding Lead or Designated Safeguarding Deputy. Please read the Bethany School Safeguarding Policy for further information about this.

#### **SCHOOL TRIPS**

The role of the volunteer on school trips is to be responsible for the children in your group for the duration of the trip, as agreed with the group leader, ensuring that their wellbeing and safety is maintained. You should promote polite, respectful and courteous behaviour towards each other and members of the public and ensure your group completes planned activities and keeps to the timetable of the visit. You must contact your group leader if there are any issues with first aid, safety and/or behaviour.

The group leader (usually the class teacher) will inform you of

- Names and relevant medical/safety information for every child on the trip, including individual risk assessments if required
- Medication needs for the school trip i.e. if medicine needs to be administered during the trip (this would be done by the class teacher unless it is your own child who requires medicine) and who carries an inhaler for self-administration.
- The location of the trip including postcode/map for transport arrangements
- Contact telephone numbers for the group leader and other relevant personnel
- A plan for if an emergency situation should arise.

#### **CODE OF CONDUCT**

Volunteers should read and abide by the staff Code of Conduct found in the Induction file. They must remember that they are working under the authority and guidance of the class teacher and must not undermine them. In general volunteers must

- Be willing to treat one another with grace, respect, courtesy, politeness, forgiveness and Christian love
- Be suitably dressed as appropriate for the job
- Be aware of other children and adults at all times, taking care with how you deal with others and using no offensive language.
- Not use mobile phones during lesson time and not take photos of school pupils

## PUPIL BEHAVIOUR

Please familiarise yourself with the Bethany Norms found in Appendix 2 and chat with your class teacher about specific rules in your classroom area. Each class teacher will advise you about discipline procedures specific to their class and you should follow their guidance. In general volunteers must

- Take a kind, yet firm line with pupils
- Never chastise a pupil physically or use language which belittles or demeans pupils
- Actively promote positive behaviour by using encouraging language when good behaviour is observed
- Show pleasure in a task well done and report back to staff
- Refer a child to the class teacher if they are failing to cooperate

## HEALTH AND SAFETY

It is very important for the safety and protection of all pupils and adults in the school that you are familiar with certain health and safety matters.

- **First Aid**  
Qualified paediatric first aiders are listed on signs located in classrooms. We also have a qualified First Aid at work staff member. In case of injury you will need to find help from the class teacher. In the event of a child having a serious accident, stay with the child, send for help, and keep calm. You may use the school 2 way radios, located in each classroom to get help if necessary.
- **Fire Safety Procedures**  
Full evacuation procedures are included in the induction file. Please familiarise yourself with these and with the fire exits and fire safety notice located by the exit in the room you are working in. On discovering a fire please raise the alarm at the nearest alarm point (located at all fire exits). On hearing the alarm, leave by the safest exit and go to the designated assembly point. The relevant escape routes are marked on the escape route plans located in corridors and classrooms around the school and a copy can be found in the induction pack. Volunteers working outside the classroom are responsible for safe evacuation of the child/children you are working with.
- **Lockdown Procedures**  
Full lockdown procedures are located in the induction file and on notice boards in each classroom. In the event of a 'lockdown' announcement, pupils and staff members must remain in place or evacuate to safe locations, take cover and keep quiet. Anyone who becomes aware of the need for lockdown may raise the alarm using the 2 way radios.
- **Moving and Handling/working at heights**  
If you are asked to lift something that you feel is too heavy for you please ask for assistance or decline the task. Please do not carry out any work at height unless it is safe and reasonably practicable to do so, it is properly planned, appropriately supervised, and carried out in a safe way.
- **Preventing slips trips and falls**  
Try to keep the school environment tidy so that trips, slips and falls are minimised. If you have a concern in this regard please tell the class teacher you are working with if you are not able to easily deal with it yourself.
- **Use equipment safely**  
Please take care with scissors, sharp implements, and tools such as laminator or guillotines. Help us to train the pupils to use items safely and do not leave potentially unsafe equipment unattended.

## PRACTICAL ARRANGEMENTS

- Please refer to the organisation of the school day document for details about school times.
- You will not need to sign in as a visitor to school if you help on a regular basis
- Adults have use of separate washroom facilities located in both buildings (your class teacher can ensure you know where these are)
- Please remember that your class teacher is expecting you to attend school according to your agreement and always advise them as early as possible if you are no longer able to help. You should take a direct contact telephone number for this purpose or inform the school office of any changes.
- Parking is available on the streets surrounding the school and is subject to various permit procedures.

Policy adopted by Governors on: 9th March 2026

Review Date: 2029

## Appendix 1

### Guidelines for Staff members meeting with potential volunteers

#### Initial meeting

- Have an “interview mind set” with regard to safe recruitment.
- Discuss previous experience and qualifications (having no experience does not exclude someone from being a volunteer).
- Discuss your classroom requirements and what you would like help with from a volunteer. Take into account the skills and feelings of the volunteer. They should not be asked to do something they feel unqualified to manage.
- Advise that criminal checks will be required – i.e. a DBS check and a self –declaration about any criminal history.
- Advise that references may be required – The Safeguarding team will decide when this is suitable and organise this, along with ensuring an application form is completed if necessary.
- Advise the volunteer that they will need to familiarise themselves with Safeguarding procedures and other relevant policies (available in the induction file).
- Once the above items have been discussed please advise a member of the Safeguarding team.

#### Safeguarding Requirements

##### The Safeguarding Team/SMT should

- Use the Volunteer Risk assessment (found in risk assessment and volunteer File) to assess the suitability of the candidate and the safe recruitment steps that should be followed
- Check the Children's barred list.
- Organise an application form and reference requests for volunteers who will be responsible for a curriculum area, will be working one to one or are not known to the school. (Follow up references as per usual safer recruitment procedures and only offer the position to suitable candidates).
- Complete a DBS check, including holding the identity document and criminal self-declaration securely on file.
- Provide the Induction file and be available to answer questions.
- Ensure the volunteer agreement has been completed and signed and held securely on file.

##### When a volunteer starts working with you

- Discuss general classroom management strategies such as expected behaviour and what discipline and reward measures are used.

- Advise the volunteer about relevant pupils with allergies, SEND and medical conditions. Include strategies used with specific pupils and what to do if there is a problem.
- Ensure the volunteer has clear instructions about what they are expected to do.
- Exchange contact details so they are able to inform you if they cannot attend.
- Check that the volunteer has seen the induction file and signed the volunteer agreement (you could reiterate the school policy about use of mobile phones in class, and keeping information confidential).

## **Appendix 2**

### **Bethany School Norms**

#### **BEHAVIOURAL NORMS AND RULES**

Bethany School norms are a set of general and wide reaching expectations, behaviours and attitudes which, when followed, will create a safe and orderly school environment, conducive to learning and honouring to God. In addition to these norms there are other specific common sense or health and safety rules that are amended from time to time and publicised in school, such as playground behaviour guidelines.

*“For the grace of God has appeared that offers salvation to all people. It teaches us to say ‘no’ to ungodliness and worldly passions and to live self-controlled, upright and Godly lives” (Titus 2:11-12)*

#### **Gentleness and Self Control**

*‘Let your gentleness be seen by everyone.’ Philipians 4:5*

*‘But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self control’ Galatians 5:22-23*

- We will be kind and thoughtful to others, say sorry and show forgiveness
- We will be quiet, gentle and calm at the right times
- Our movement around school, eating, drinking and use of language will be orderly and pleasant.

#### **Respect and Following Instructions**

*‘Everyone should be quick to listen, slow to speak and slow to become angry’ . James 1: 19*

*‘Do to others as you would have them do to you.’ Luke 6:31*

*‘Do everything without grumbling or arguing, so that you may become blameless and pure.’ Philipians 2:14 -15*

- We will follow the instructions of teachers and legitimate authority willingly
- We will show respect for other people in the way we behave
- We will be polite and courteous when speaking and listening to each other and our teachers, and especially polite to visitors

#### **Work and Rest**

*‘Whatever you do, work at it with all your heart as for the Lord.’ Colossians 3:23*

*‘So whether you eat or drink or whatever you do, do it all for the glory of God.’ 1 Corinthians 10:31*

- We will have a teachable spirit, work hard, and be determined to do our best.
- We will be prepared for our lessons and settle down quickly and calmly at the start of activities.
- We will engage in appropriate leisure activities, which are not at the expense of others, including sports, crafts, games, reading and conversation.

## **Stewardship and Care**

*'The Earth is the Lord's and everything in it.' Psalm 24:1*

*"Let all things be done decently and in order". 1 Corinthians 14: 40*

- We will keep our environment tidy by being responsible with litter and clearing away after activities.
- We will use resources wisely. Being deliberately wasteful, causing damage or misusing materials is unacceptable.
- We will look after equipment and we know that deliberate damage to property is not right.

## **Truth and Integrity**

*'He who speaks truth declares righteousness, but a false witness tells lies', Proverbs 12:17*

*'Speaking the truth in love, we are to grow up in every way into Christ Himself', Ephesians 4:15*

*'What does the Lord require of you? To act justly and to love mercy and to walk humbly', Micah 6 v 8*

- We will be careful to tell the truth
- We will be reliable and trustworthy at all times, behaving in a way that we know is expected of us
- We will complete classwork and homework on time and to a good standard.
- We will be a good influence on others and stand up for what is right by listening, speaking out and responding when we can

**Appendix 2**  
**BETHANY SCHOOL**  
**VOLUNTEER AGREEMENT AND INDUCTION CHECKLIST**

Full Name:

Contact Telephone Number:

Email address:

Emergency contact details (name/number):

*To be completed by member of staff/safeguarding team*

DBS Request form completed:

Self-Declaration Form completed:

Prohibition List checked:

Section 128 barred list checked (Governors/management only):

Identity document supplied and held in school office:

Reference requested and reviewed (see risk assessment flow chart):

Declaration:

- I have received the Bethany School Volunteer Induction and take notice of the requirements
- I have read the following relevant policies and documents
  - Volunteer Policy
  - Sheffield Safeguarding Induction Pack (SCSP)
  - Keeping Children Safe In Education part 1
  - The Online Safety Acceptable Use Agreement
  - Code of Conduct
- I agree to support the Aims and Ethos of Bethany School (see over page)
- I agree to treat information I learn from being a volunteer in school as confidential
- I agree not to use my mobile telephone during school activities

Signed by volunteer:

Date:

Countersigned by staff member:

Date:

### **Aims of Bethany School**

To promote the Christian faith by providing a school or schools staffed with committed Christians using a distinctly biblical approach to knowledge and learning. Parents will be expected to be committed to active participation in the education of their children both at home and at school. The aim being to provide each child with biblical understanding which will equip that child for practical living in this world and to encourage the child's awareness of spiritual and eternal realities. The parents will be expected to support fully these aims though their own religious or world views may differ.

### **Statement of Faith**

Bethany School is part of Christian Family Schools Limited. Parents are members of the Company which has the doctrinal basis of faith set out below as part of the Articles and Memorandum of Association.

The doctrinal basis of faith of the Company shall be the fundamental truths of Christianity including:

- the divine inspiration, inerrancy and infallibility of Holy Scripture as contained in the sixty-six books of the Old and New Testaments and as originally given, and in its supreme authority in all matters of faith and conduct;
- the unity of the Father, the Son and the Holy Spirit in the Godhead, and the sovereignty of God in creation, providence and redemption;
- the creation of man in the image of God and the universal sinfulness and guilt of human nature since the Fall, rendering man subject to God's wrath and condemnation;
- the Lord Jesus Christ as true God and true man, His deity, incarnation, virgin birth, sinless life, atoning death, and physical resurrection, and the only true head of the universal church of all believers;
- redemption from the guilt, penalty and power of sin only through the shed blood and sacrificial death (as our representative and substitute) of Jesus Christ;
- the necessity of the work of the Holy Spirit to make the death of Christ effective to the individual sinner, granting him repentance towards God and faith in Jesus Christ, and the indwelling and work of the Holy Spirit in all believers;
- the expectation of the personal return of the Lord Jesus Christ.

### **General Data Protection Regulation (GDPR)**

Please see the schools Data Protection Policy (website or school office) for details about how Bethany School complies with the Data Protection Act 2018. Your data is held securely in order to fulfil our agreement to educate your child, and for their safety. When you first join Bethany School you will be asked for consent to share contact information with other members of the **parent** body, and will agree to abide by the Data Protection Policy and Privacy Notice by not sharing these details with parties outside the school community. You may change or withdraw your consent at any time.