

PARTICIPATION OF VOLUNTEERS AND STUDENTS POLICY

QUALITY AREA 4 | ELAA version 1.0

AURORA SCHOOL &
AURORA SCHOOL COMMUNITY
KINDERGARTEN

PURPOSE



This policy will provide guidelines for the engagement and participation of volunteers, placements, work experience and students at Aurora School Community Kindergarten and Aurora School, while ensuring that children's health, safety and wellbeing is protected at all times.

POLICY STATEMENT



VALUES

Aurora School Community Kindergarten and Aurora School is committed to:

- supporting connections with educational institutions to provide opportunities for students to undertake practicum placements as part of their studies
- building relationships with community members and providing suitable opportunities to engage volunteers to contribute to the programs and activities of the service
- ensuring the health, safety and wellbeing of each child at the service through consistent compliance with this policy and procedures when engaging volunteers and students.
- building connections with local schools and schools that support Deaf children to provide opportunities to support work experience students

SCOPE

This policy applies to the approved provider, persons with management or control, nominated supervisor, persons in day-to-day charge, early childhood teachers, educators, staff, students, volunteers, parents/guardians, children, and others attending the programs and activities of Aurora School Community Kindergarten and Aurora School, including during offsite excursions and activities.

RESPONSIBILITIES	Approved provider and persons with management or control	Nominated supervisor and persons in day-to-day charge	Early childhood teacher, educators and all other staff	Parents/guardians	Contractors, volunteers and students	Aurora School
	R indicates legislation requirement, and should not be deleted					
Developing guidelines for accepting applications from volunteers, placement students and work experience students to work at the service/ program in consultation with the nominated supervisor, ECT, educators, Aurora School staff and Leadership Team which are aligned with the <i>Child Safe Environment Policy</i>	✓	✓	✓			✓
Ensuring that Teachers on placement are placed with teachers with appropriate qualifications (matching their own)						✓
Accepting or rejecting a potential volunteer or student based on the circumstances of the service / school at the time, in consultation with the nominated supervisor / Leadership Team	✓	✓				✓
Obtaining a valid WWC Check (<i>refer to Definitions</i>) and providing details to the service/ school prior to commencement					✓	
Checking the status of the Working with Children (WWC) Clearance (<i>refer to Definitions</i>) of volunteers and students where required, and ensuring that the details are recorded in the staff record	R	✓				✓
Obtaining a valid VIT registration for practicing teachers						
Ensuring that the staff record contains the name, address and date of birth of volunteers and students attending the service / school program (<i>Regulations 145, 149(1)</i>)	R	✓				N/A
Keeping a record for each day on which each student or volunteer participates with the date and the hours of participation (<i>Regulation 149(2)</i>)	R	✓				N/A
Ensuring that volunteers, students and parents/guardians are adequately supervised at all times, and that the health, safety and wellbeing of children at the service is protected	R	✓	✓			✓

Following the directions of staff at the service at all times to ensure that the health, safety and wellbeing of children is protected.				✓	✓	
Ensuring volunteers and students on placement at the service/ school are not affected by alcohol or drugs (including prescription medication) that would impair their capacity to supervise or provide education and care to children (<i>Regulation 83</i>) (<i>refer to Tobacco, Alcohol and other Drugs Policy</i>)	R	✓	✓	✓	✓	✓
Providing volunteers, students and parents/guardians with access to all service policies and procedures (<i>Regulation 171</i>), and access to the <i>Education and Care Services National Regulations 2011 and Education and Care Services National Law (Regulation 185)</i>	R	✓				Via website
Ensuring that volunteers, students and parents/guardians comply with the <i>Education and Care Services National Regulations 2011</i> and all service policies and procedures (<i>Regulations 170</i>)	R	✓	✓	✓	✓	
Complying with the requirements of the <i>Education and Care Services National Regulations 2011, Education and Care Services National Law (Regulation 185)</i> and with all service policies and procedures, including the <i>Code of Conduct Policy, Child Safe Environment</i> and <i>Privacy and Confidentiality Policy</i> while attending the service				✓	✓	
Ensuring that volunteers, students and parents/guardians are aware of how to comply with child protection law and Child Safe Standards obligations	R	✓		✓		✓
Identifying children with medical conditions, the child's medical management plan and the location of the child's medication (<i>Regulations 90, 168(2)(d)</i>)	R	?	?			
Informing volunteers, students and parents/guardians of the services / programs emergency and evacuation procedures (<i>Regulations 97, 168 (2)(e)</i>)	R	✓	✓			
Developing an induction checklist for volunteers and students attending the service (<i>refer to Attachment 1</i>) in consultation with the nominated supervisor and educators.	R	✓	✓			✓
Ensuring that volunteers and students have completed the induction checklist (<i>refer to Attachment 1</i>) and have been provided with a copy of the Information for CRT, students on placement, volunteer and work experience handbook , if applicable.	R	✓	✓		✓	✓
Developing a range of strategies to enable and encourage the participation and involvement of parents/guardians at the service	?	✓				✓

BACKGROUND AND LEGISLATION

BACKGROUND



Students from tertiary organisations may participate in programs and activities at the service from time to time including observing and experiencing the provision of centre-based education and care. This will be encouraged and facilitated by Aurora School Community Kindergarten and Aurora School wherever appropriate and possible.

Aurora School Community Kindergarten and Aurora School values the participation of parents/guardians and other family members, and the voluntary contribution they make to the education and care of their own and other children. “In genuine partnerships families and educators value each other’s knowledge and roles, communicate freely and respectfully and engage in shared decision making” (Early Years Learning Framework – *refer to Sources*).

Aurora School Community Kindergarten and Aurora School aims to provide a range of opportunities for family members, volunteers and students to participate in programs and activities while adhering to clear guidelines regarding appropriate interactions and communication with staff, and other adults and children at the service (*refer to Code of Conduct Policy*).

The role that volunteers and students play in education and care services varies and can include working with groups of children, preparing materials, assisting with administrative tasks or working one-on-one with individual children. The service is responsible for ensuring that volunteers and students are suitable to work with children, and that children’s health, safety and wellbeing is protected at all times. This may differ in Allied Health roles and Auslan students.

Volunteers and placement students should only be engaged to complement, not replace, the work of paid staff. Accordingly, services should not engage volunteers to fill the place of an employee who is ill or on leave, or to fill a vacant budgeted position.

Volunteers and placement students must not be asked to perform tasks:

- that they are untrained, unqualified or too inexperienced to undertake
- that put the children or themselves in a vulnerable or potentially unsafe situation
- where there is a conflict of interest.

Prior to participation at the service, a volunteer or student (aged 18 years or over) must be in possession of a Working with Children (WWC) Clearance (*refer to Definitions*).

Community Kindergarten only

Parents/guardians whose children usually attend the Community Kindergarten service are exempt from needing a WWC Check (*refer to Definitions*). However, a service may decide, as a demonstration of duty of care, that all parents/guardians who volunteer at the service are required to undergo a WWC Check (*refer to Definitions*).

Aurora School only

Parents/guardians whose children usually attend the service are exempt from needing a WWC Check (*refer to Definitions*) if they spend time in the room with their children. However, parents that volunteer in a different room (ie: not in their child’s room) are required to provide a current WWC Check (*refer to Definitions*).

In line with Child Safe Standard 4 and the *Child Safe Environment Policy*, prior to engaging a volunteer or student an assessment should be undertaken of the nature of the responsibility to determine whether a position description is required and based on that whether an interview and referee checks are required.

LEGISLATION AND STANDARDS

Relevant legislation and standards include but are not limited to:

- Child Safe Standards
- Education and Care Services National Law Act 2010
- Education and Care Services National Regulations 2011
- Equal Opportunity Act 2010 (Vic)
- Fair Work Act 2009 (Cth)
- National Quality Standard, Quality Area 4: Staffing Arrangements
- Occupational Health and Safety Act 2004 (Vic)
- Worker Screening Act 2020 (Vic)
- Worker Screening Regulation 2021 (Vic)



DEFINITIONS

The terms defined in this section relate specifically to this policy. For regularly used terms e.g. Approved provider, Nominated supervisor, Notifiable complaints, Serious incidents, Duty of care, etc. refer to the Definitions file of the PolicyWorks catalogue.

Child-connected work (Aurora School): work authorised by the governing school authority/provider and performed by an adult in a school or on a school premise while children are present or expected to be present.

Child-related work or relation to the WWC Check (*refer to Definitions*), child-related work includes work with children which may involve physical contact, face-to-face contact, oral, written or electronic communication.

Conflict of interest: (In relation to this policy) refers to an interest that may affect, or may appear reasonably likely to affect, the judgement or conduct of the volunteer, or may impair their independence or loyalty to the service. A conflict of interest can arise from avoiding personal losses as well as gaining personal advantage, whether financial or otherwise, and may not only involve the volunteer, but also their relatives, friends or business associates

Student (in CK): A person undertaking a practicum placement as part of a recognised early childhood qualification. This student will be supported by an educational institution in the completion of their placement.

Student (in Aurora School): A person undertaking a practicum placement as part of a recognised Teacher of the Deaf or Allied Health qualification. This student will be supported by a suitably qualified Aurora School Professional.

Volunteer: A person or parent (who's child attends the service) who willingly undertakes defined activities to support the education and care programs at a service in an unpaid or honorary capacity. These activities may include child-related work (*refer to Definitions*), administrative tasks, or preparing materials or food.

School Work means:

- Carrying out the functions of the school council or Kindergarten Director
 - 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 or Kindergarten Director
 - 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



SOURCES AND RELATED POLICIES

SOURCES

- Australian Children’s Education and Care Quality Authority (ACECQA): www.acecqa.gov.au
- *The Early Years Learning Framework for Australia: Belonging, Being, Becoming*: www.acecqa.gov.au
- A Guide for Creating a Child Safe Organisation (The Commission for Children and Young People) www.cryp.vic.gov.au
- Working with Children Check unit, Department of Justice & Regulation – provides details of how to obtain a WWC Check: www.workingwithchildren.vic.gov.au

RELATED POLICIES

- Child Safe Environment and Wellbeing
- Code of Conduct
- Compliments and Complaints
- Delivery and Collection of Children
- Determining Responsible Person
- Inclusion and Equity
- Interactions with Children
- Occupational Health and Safety
- Privacy and Confidentiality
- Staffing
- Supervision of Children



EVALUATION

In order to assess whether the values and purposes of the policy have been achieved, the approved provider and /or School Leadership Team/ Nominee will:

- check records on a regular basis to ensure details of students, volunteers and where appropriate parents/guardians are maintained in line with all legislative requirements as outlined in the policy
- regularly seek feedback from everyone affected by the policy regarding its effectiveness
- monitor the implementation, compliance, complaints and incidents in relation to this policy
- keep the policy up to date with current legislation, research, policy and best practice
- revise the policy and procedures as part of the service’s policy review cycle, or as required
- notifying all stakeholders affected by this policy at least 14 days before making any significant changes to this policy or its procedures, unless a lesser period is necessary due to risk (*Regulation 172 (2)*).



ATTACHMENTS

- Attachment 1: Sample induction checklist for volunteers and students
- Attachment 2: Aurora Checklist for Volunteers, Placement students and Work experience



AUTHORISATION

This policy was adopted by the approved provider of Aurora School Community Kindergarten and Aurora School on 07.08.2023

REVIEW DATE: August 2026

ATTACHMENT 1. SAMPLE INDUCTION CHECKLIST FOR VOLUNTEERS AND STUDENTS- COMMUNITY KINDERGARTEN

Name: _____ Date: _____

To be completed by all volunteers and students participating at Aurora School Community Kindergarten and Aurora School and returned to the nominated supervisor prior to commencing at the service.

Volunteer/Student	Please tick
I have been given access to all the policies and procedures of Aurora School Community Kindergarten and Aurora School via Website	
I understand the content of service policies and procedures, including those relating to:	
<ul style="list-style-type: none"> conduct while at the service (<i>Code of Conduct Policy</i>) 	
<ul style="list-style-type: none"> emergency, evacuation, fire and safety, including locations of fire extinguishers and emergency exits (<i>Emergency and Evacuation Policy</i>) 	
<ul style="list-style-type: none"> accidents at the service (<i>Incident, Injury, Trauma and Illness Policy</i>) 	
<ul style="list-style-type: none"> dealing with medical conditions (<i>Dealing with Medical Conditions Policy, Asthma Policy, Anaphylaxis Policy, Diabetes Policy, Epilepsy Policy and Administration of Medication Policy</i>) 	
<ul style="list-style-type: none"> good hygiene practices (<i>Hygiene Policy and Food Safety Policy</i>) 	
<ul style="list-style-type: none"> dealing with infectious diseases (<i>Dealing with Infectious Diseases Policy</i>) 	
<ul style="list-style-type: none"> first aid arrangements for children and adults, including the location of the nearest first aid kit (<i>Administration of First Aid Policy</i>) 	
<ul style="list-style-type: none"> daily routines 	
<ul style="list-style-type: none"> the importance of OHS and following safe work practices (<i>Occupational Health and Safety Policy</i>) 	
<ul style="list-style-type: none"> interacting appropriately with children (<i>Interactions with Children Policy</i>) 	
<ul style="list-style-type: none"> reporting of serious incidents and notifiable incidents at the service (<i>Incident, Injury, Trauma and Illness Policy, Compliments and Complaints Policy and Occupational Health and Safety Policy</i>) 	
<ul style="list-style-type: none"> reporting hazards in the workplace (<i>Occupational Health and Safety Policy</i>) 	
<ul style="list-style-type: none"> handling complaints and grievances (<i>Compliments and Complaints Policy</i>) 	
<ul style="list-style-type: none"> child safety and wellbeing and child protection including how to respond to concerns (<i>Child Safe Environment Policy</i>) 	
<ul style="list-style-type: none"> privacy and confidentiality of information (<i>Privacy and Confidentiality Policy</i>) 	

Volunteer/Student	Please tick
I am aware of the non-smoking policy of the service and not be affected by alcohol or drugs (including prescription medication) that would impair my capacity to complete my tasks (<i>Tobacco, Alcohol, and other Drugs Policy</i>)	
The expectations of my placement/engagement, my role and responsibilities (including attending to the requirements of children with additional needs) have been clearly explained to me by my supervisor	
I am aware that I am expected to participate in general tasks, including maintaining the environment in a clean, safe and tidy condition	

Volunteer or student name: _____

Signature: _____ Date: _____

Nominated Supervisor's name: _____

Signature: _____ Date: _____

ATTACHMENT 2. CHECKLIST FOR PLACEMENT STUDENTS, VOLUNTEERS AND WORK EXPERIENCE STUDENTS – AURORA SCHOOL

	University and TAFE placement students	Volunteers	Work Experience Students
Request email stating interest in coming to Aurora	✓	✓	✓
Consider if request is relevant to what we do at Aurora	✓	✓	✓
Check for suitable Aurora staff member/s to supervise	✓	✓	✓
Consider dates of request and if this clashes with other visitors/events	✓		✓
Confirm or reject request based on above	✓	✓	✓
Complete relevant paperwork sent by the education institution	✓	✓	✓
Working with Children Check <ul style="list-style-type: none"> - Obtain copy of card/receipt of application - Check using WWCC status tracker 	✓	✓	
For Teachers – Check VIT registration card	✓		
Pre placement zoom meeting (as requested)	✓		
Arrange for perspective volunteer to a meeting and tour of Aurora <ul style="list-style-type: none"> - Perspective Volunteer to complete 'Volunteer Information' sheet - Take photo for future reference 		✓	
Provide information at least 2 weeks prior to starting <ul style="list-style-type: none"> - Aurora School Program Overview - Information manual – 'Information for Volunteers, Work Experience and Placement Students' - Child-safe Standards - Privacy statement - General information – what to bring, time to start, suitable dress for the program - 	✓	✓	(under 18 yo) Not required to sign child safe or privacy documents

Inform Aurora staff dates of placement/volunteers	✓	✓	✓
First day <ul style="list-style-type: none"> - Copy WWCC card (if not already supplied)/ VIT (for teachers) - Sign privacy agreement - Sign Child Safe agreement - Complete '<i>Student placement</i>' sheet - Induction – toilets, staffroom etc 	✓	✓	