

PARTICIPATION OF VOLUNTEERS AND STUDENTS POLICY

QUALITY AREA 4 | ELAA version 1.0

PURPOSE

This policy will provide guidelines for the engagement and participation of volunteers and students at Summerhill Park Kindergarten, while ensuring that children’s health, safety and wellbeing is protected at all times.



POLICY STATEMENT

VALUES

Summerhill Park Kindergarten 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.

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 Summerhill Park Kindergarten, 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
R indicates legislation requirement, and should not be deleted					
Developing guidelines for accepting applications from volunteers and students to work at the service in consultation with the nominated supervisor, ECT and educators and which are aligned with the <i>Child Safe Environment and Wellbeing Policy</i>	?	?	?		
Accepting or rejecting a potential volunteer or student based on the circumstances of the service at the time, in consultation with the nominated supervisor	?	?			

Obtaining a valid WWC Check (<i>refer to Definitions</i>) and providing details to the service 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	?			
Ensuring that the staff record contains the name, address and date of birth of volunteers and students attending the service (<i>Regulations 145, 149(1)</i>)	R	?			
Requesting additional information on the staff records such as emergency contact/next of kin and medical conditions	?	?			
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	?			
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 (<i>National Law, Section: 167</i>)	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 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	?			
Ensuring that volunteers, students and parents/guardians comply with the <i>Education and Care Services National Regulations 2011 and Education and Care Services National Law</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 and Wellbeing Policy</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	Ö		Ö	
Ensuring volunteers, students and parents/guardians can identify children with medical conditions, the child's medical management plan and the location of the child's medication (<i>Regulations 90, 168(2)(d), 170, 171</i>)	R	?	?		

Informing volunteers, students and parents/guardians of the services <i>Dealing with Medical Conditions Policy (Regulations 90,168(2)(d), 170, 171)</i>	R	?			
Informing volunteers, students and parents/guardians of the services 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 staff 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

Parents/guardians whose children usually attend the 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*).

In line with Child Safe Standards and the *Child Safe Environment and Wellbeing 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.

Students 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 Summerhill Park Kindergarten wherever appropriate and possible.

Summerhill Park Kindergarten 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*).

Summerhill Park Kindergarten 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 or food, 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.

Volunteers 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 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*).

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-related work: In 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: 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.

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.

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.ccyp.vic.gov.au
- Working with Children Check: www.service.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 will:

- check staff 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: SPK induction checklist for volunteers and students
- Attachment 2: Induction checklist for Kinder duty

AUTHORISATION



This policy was adopted by the approved provider of Summerhill Park Kindergarten on 4 December 2023.

REVIEW CYCLE: TRIENNIAL

REVIEW DATE: 2026

DOCUMENT OWNER: SECRETARY

DOCUMENT HISTORY

Version	Date	By	Changes
1.0	October 2022	Vice President	New release policy that is part of phase 2 of ELAA's Member Resource Renewal Project.
1.1	October 2023	Secretary	Updates according to ELAA new release policy. Replace sample induction checklist for volunteers and students with SPK induction checklist for volunteers and students Inclusion of Attachment 2: Induction Checklist for Kinder duty.



ATTACHMENT 1. SPK INDUCTION CHECKLIST FOR VOLUNTEERS AND STUDENTS

SPK Induction checklist for volunteers and students

Name: _____ Date: _____

Address: _____ DOB: _____

Emergency contact: _____

Working with Children Check: _____

(Please note your address and date of birth is required under the Education and Care Services National Regulations 2011)

To be completed by all students participating at Summerhill Park Kindergarten 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 Summerhill Park Kindergarten	
I understand the content of service policies and procedures, including those relating to:	
• conduct while at the service (<i>Code of Conduct Policy</i>)	
• emergency, evacuation, fire and safety, including locations of fire extinguishers and emergency exits (<i>Emergency and Evacuation Policy</i>)	
• accidents at the service (<i>Incident, Injury, Trauma and Illness Policy</i>)	
• dealing with medical conditions (<i>Dealing with Medical Conditions Policy, Asthma Policy, Anaphylaxis and Allergic Reactions Policy, Diabetes Policy, Epilepsy and Seizures Policy and Administration of Medication Policy</i>)	
• being SunSmart (<i>Sun Protection Policy</i>) which requires me to wear a hat (which I must supply), appropriate clothing and apply sunscreen during September to April when outside unless I remain in the shade	
• good hygiene practices (<i>Hygiene Policy and Food Safety Policy</i>)	
• dealing with infectious diseases (<i>Dealing with Infectious Diseases Policy</i>)	
• first aid arrangements for children and adults, including the location of the nearest first aid kit (<i>Administration of First Aid Policy</i>)	
• daily routines	

Volunteer/Student	Please tick
• the importance of OHS and following safe work practices (<i>Occupational Health and Safety Policy</i>)	
• interacting appropriately with children (<i>Interactions with Children Policy</i>)	
• 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>)	
• reporting hazards in the workplace (<i>Occupational Health and Safety Policy</i>)	
• handling complaints and grievances (<i>Compliments and Complaints Policy</i>)	
• child safety and wellbeing and child protection including how to respond to concerns (<i>Child Safe Environment and Wellbeing Policy</i>)	
• privacy and confidentiality of information (<i>Privacy and Confidentiality Policy</i>)	
I am aware of the non-smoking policy of Summerhill Park Kindergarten and not be affected by alcohol or drugs (including prescription medication) that would impair my capacity to complete my tasks (<i>Tobacco, E-Cigarettes, 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 of my duties (see below) and that I must at all times follow the direction of staff	
I understand that I must not assist a child in toileting. I must get a staff member.	
I am aware that I am expected to participate in general tasks, including maintaining the environment in a clean, safe and tidy condition	

Volunteer/student name: _____

Signature: _____ Date: _____

Nominated Supervisor's name: _____

Signature: _____ Date: _____

Duties to be undertaken

The types of activities you will be expected to undertake include the following:

For the early part of the session you can be of most help by assisting with an activity – ask staff where you can be most useful. This may include

- Assist with an activity that the staff have set up.
- Help name children's artwork (top left corner please)
- Read a story to a few children in library corner
- Replace paper on painting easels and pasting table
- Encourage children to play on mat areas only, not in thoroughfare
- Assist staff in keeping toys clear of the thoroughfare

When children have snack time please enjoy this time with the children.

After snack time/ while children have "group time"

- clean mess off tables and wipe all tables clean using cloths marked tables
- empty and wash rubbish containers
- tidy home corner
- wipe smocks

When children are playing outside

- Sweep tan bark off pathways and sand off area around sandpit

Before the session ends please sort art work in box.

Sort artwork into boxes (place it after the child's name).

ATTACHMENT 2. SPK INDUCTION CHECKLIST FOR KINDER DUTY



SPK Induction checklist for kinder duty

Full Name: _____ Date: _____

Address: _____ DOB: _____

Emergency contact: _____

(Please note your address and date of birth is required under the Education and Care Services National Regulations 2011)

To be completed by all kinder duty participants at Summerhill Park Kindergarten and returned prior to commencing at the service.

Kinder duty volunteer	Please tick
I understand that Summerhill Park Kindergarten has policies and procedures in place including: <ul style="list-style-type: none"> • a <i>Code of Conduct Policy</i>, • a <i>Child Safe Environment and Wellbeing Policy</i>, • an <i>Interactions with Children Policy</i>, • an <i>Occupational Health and Safety Policy</i>, and • a <i>Compliments and Complaints Policy</i>. 	
I acknowledge that: <ul style="list-style-type: none"> • these policies are on the website at summerhillparkkinder.org.au ; and • I must abide by the requirements of all Summerhill Park Kindergarten policies. 	
I understand that Summerhill Park Kindergarten is a Child Safe Organisation	
I understand that I must have a current, valid Working With Children check, that has been sighted by CoM or staff and a copy recorded in order to participate in kinder duty or volunteer with children at Summerhill Park Kindergarten	
I understand that I must sign in at the visitors' book and wear a lanyard to identify myself to staff each time I undertake kinder duty at Summerhill Park Kindergarten	
I understand the requirement to be SunSmart (under the Sun Protection Policy) which requires me to dress my child appropriately and apply sunscreen to them before kinder sessions between September and April. I must also wear a hat (which I must supply), appropriate clothing and apply sunscreen during September to April when outside on kinder duty	
I understand that, particularly in hot weather, it is important to include an ice block in my child's lunch box for food safety	
I am aware of the non-smoking policy of Summerhill Park Kindergarten and not be affected by alcohol or drugs (including prescription medication) that would impair my capacity to complete my tasks (Tobacco, Alcohol, and other Drugs Policy)	

Kinder duty volunteer	Please tick
<p>I am aware that while on kinder duty, I must at all times follow the direction of staff and that my assistance is required to:</p> <ul style="list-style-type: none"> • help with activities that the staff have set up/ read a story in the story corner • tidy up activities from time to time (and at the end of the play session) to minimise mess • after snack time, clean mess off tables and wipe tables using the table cloths • empty and wash food rubbish containers • wipe smocks and clean paintbrushes and other wet activities • while outside, sweep tanbark off pathways and sand around sandpit 	
<p>I understand that while on kinder duty, I must not:</p> <ul style="list-style-type: none"> • be alone with any child or children other than my own at Summerhill Park Kindergarten • assist children, other than my own, with toileting at Summerhill Park Kindergarten • undertake any activities that I am untrained for, unqualified or too inexperienced to undertake or where there is a conflict of interest • put the children or myself in a vulnerable or potentially unsafe situation 	
<p>I am aware that at any time that I am at Summerhill Park Kindergarten, if I am accompanied by my child (outside of their kinder session) or another child that is not enrolled in Summerhill Park Kindergarten (including while on kinder duty) and before and after kinder sessions, that I am responsible for supervising the child at all times</p>	
<p>I am aware that I must use good technique for lifting and carrying objects/loads (i.e. straight back, bent knees – use leg muscles in preference to back muscles), and not lift awkward loads or loads above 15kg alone.</p>	

Induction participant's name: _____

Signature: _____ Date: _____

Staff name: _____

Signature: _____ Date: _____

Working with Children Check:

Number	Expiry Date	Sighted by (staff or CoM):

