



Volunteers Policy

At Ribbons Preschool we recognise the immense benefits that volunteers bring to the preschool. In return we hope to give volunteers an opportunity to share their skills in a different environment and to undertake new experiences.

Status of volunteers

A volunteer is not an employee and will not have a contract of employment with the preschool. We will, however, insist that the volunteer follows all preschool procedures in the same manner as a paid employee to ensure consistency, safety and quality of care and early learning for the children. Volunteers will be supervised at all times.

Enhanced Disclosure and Barring Service (DBS) check

All volunteers will have suitability checks conducted in the same way as paid employees. This will include an enhanced DBS check. These checks will be conducted before any volunteer starts their time within the preschool and will also include two written references.

Training

Volunteers will be offered training and/or support as appropriate. We will provide any training and support required for the role, including safeguarding child protection, paediatric first aid (where applicable) and health and safety training. The purpose of this is to enable the volunteer to be supported and enhance their development in their voluntary role within our team.

Policies and procedures

Volunteers are expected to comply with all the preschool's policies and procedures. The volunteer's induction process will include an explanation of this.

Confidentiality

Volunteers should not disclose information about the preschool, staff, children and families as stated in the confidentiality policy and should follow the preschool confidentiality procedure at all times.

Volunteer's induction pack

On commencing their volunteer work, the volunteer will be given a pack containing:

- General information about the preschool
- A copy of the volunteering policy
- A confidentiality statement which will require reading, signing and returning to the preschool manager
- Details of access to all preschool relevant policies and procedures
- During the induction period volunteers will read the main policies of the preschool including safeguarding, health and safety and promoting positive behaviour. The designated member of staff will discuss the policies to ensure the volunteer understands and adheres to these.

Volunteer support

The preschool has a designated officer who will take the volunteer through their induction and support and advise them throughout their time in the preschool. Our designated officer for volunteers is Ribbons Preschool.

This policy was adopted on: 23.08.19

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Signed on behalf of the preschool: K.Watkins-Freeman

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