



Whole School Policy and Procedures for Volunteers and Students on Work Experience Placements (Including EYFS and Out of School Provision)

Please also refer to **'Whole School Safeguarding and Child Protection Policy'**, **'Whole School Safeguarding and Child Protection Procedures'**, **'Whole School Safe Recruitment Policy and Procedures'**, **'Induction of New Staff and Procedures for NQTs'**, **'Whole School Preventing Radicalisation Policy (Including EYFS)'** and **'Whole School Visiting Speakers' Policy and Procedures'**.

Policy Statement:

Cranford House School and Nursery are happy to welcome volunteers and students to the School and value the contribution that they make. We aim to provide experiences that provide examples of quality practice in early years care and education for students on work placements.

This policy has regard to the *'Statutory Framework for the Early Years Foundation Stage' Safeguarding and Welfare Requirement: Suitable People (3.9 'Providers must ensure that adults looking after children are suitable to fulfill the requirements of their roles')*.

This policy is available to all interested parties and staff upon request from the main School Office and in the Compliance section of the Whole School Staff Teams area on Microsoft Teams for all staff to read. It is reviewed annually, and when events or legislation requires, by the Headmaster, HR Manager and Governors. The next review date is February 2021.

Key Personnel:

The Headmaster and/or Head of EYFS should be contacted in the event that any questions or concerns arise from this document.

EYFS Key Themes and Commitments:

This policy corresponds with the following *'EYFS Key Themes and Commitments'*:

- A Unique Child (1.3 Keeping Safe)
- Positive Relationships (2.2 Parents as Partners)
- Enabling Environments (3.4 The Wider Context)

Procedures:

Volunteers:

- All volunteers wishing to work in the School or Nursery will be interviewed by the Headmaster or his nominated deputy (such as Head of Key Stage or Head of Early Years). Not all volunteers will be accepted and working in this role at the School is at the discretion of the Headmaster.
- A DBS check will be undertaken and a minimum of two references obtained before commencing work at the School. The volunteer must also sign and return a Volunteer Agreement and undertake Safeguarding Training prior to or immediately upon commencing work at the School.
- All volunteers receive a Volunteer Induction pack from the School outlining the rules, policies and the School's expectations and will be asked to sign to acknowledge understanding of these documents (which includes the **'Whole School Safeguarding and Child Protection Policy'**, **'Whole School Safeguarding and Child Protection Procedures'** and **'Whole School Preventing Radicalisation Policy (Including EYFS)'** and details their responsibilities relating to them.) Failure to comply with the School's policy and procedures or behaving in a manner which would bring the School's name into disrepute would lead to the role being terminated.
- Volunteers are required to sign in and out of the Visitors' Signing In/Out Book in the main School Office to comply with Fire Regulations and Policy. They are issued with a green 'Volunteer' lanyard and ID pass to be worn at all times.
- Our employers' liability insurance covers voluntary helpers.
- For full details on volunteer recruitment, please see the HR Manager and the 'How To' guide.

Students on Work Experience Placements:

Students who are undertaking a long-term placement (i.e. who are generally on college or teaching work placements of more than two weeks rather than those who are on a week-long school work experience placement) at the School or Nursery will be subject to the checks and procedures laid out in the paragraph entitled 'Volunteers' above.

- A student wishing to work in the School or Nursery will be interviewed by the Headmaster, a member of the Senior Leadership Team and a nominated deputy such as Head of Key Stage or Head of Early Years.
- The student will receive a job description or details of their placement.
- A Risk Assessment is undertaken to ensure compliance with the School's safeguarding responsibilities.
- Schools or colleges wishing to place students under the age of 17 years within the Nursery are required to vouch for their good character. Written references from their college are required before commencing work experience.
- Students are not counted in our staffing ratios. However, trainee staff employed in the EYFS may be included in the ratios if they are deemed competent (this may apply particularly to those who are on a long-term placement at the setting). The decision will be made at the Headmaster's discretion and following a judgment made by the Head of EYFS after several weeks of close observation and feedback from other staff. (This would only occur if the person on the placement was over the age of 17 years, as stated in the EYFS Statutory Framework.)
- Our employers' liability insurance covers work experience placement trainees.

- The student will receive a pack from the School outlining the rules, policies and the School's expectations and will be asked to sign to acknowledge understanding of these documents. The pack contains copies of the '**Whole School Safeguarding and Child Protection Policy**', '**Whole School Safeguarding and Child Protection Procedures**' and '**Whole School Preventing Radicalisation Policy (Including EYFS)**' and details their responsibilities relating to them. Failure to comply with the School's policy and procedures or behaving in a manner which would bring the School's name into disrepute would lead to the role being discontinued.
- The student should sign the IT Contract and complete the Medical Form and the Emergency Staff Contact Form if they are in School for more than one day.
- They will also receive full training and copies of written policies relating to Safeguarding and Health and Safety as would any other members of staff when they commence work at the School.
- All students will have a supervisor, which is usually the Deputy Head (Junior School) or Deputy Head (Academic), Head of EYFS or another member of staff appointed by the Headmaster.
- Students will be issued with a red 'Visitor' lanyard and will be accompanied until such time as deemed competent to be counted in ratio (should this be the case, see above criteria) when they will be issued with a blue 'Staff' lanyard.
- For full details on how placements are organised, please see the HR Manager and the 'How To' guide.

Reviewed: February 2018: HR Administrator, Headmaster and Governors

Reviewed: February 2019: HR Manager, Headmaster and Governors

Reviewed: February 2020: HR Manager, Headmaster and Governors

Review Due: February 2021 by Headmaster, HR Manager and Governors