

# PARTICIPATION OF VOLUNTEERS AND STUDENTS POLICY

QUALITY AREA 4 | ELAA VERSION 1.1



## PURPOSE

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

---



## POLICY STATEMENT

### VALUES

Vasey Park Preschool 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 Vasey Park Preschool, 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
<b>R</b> 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 full 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</i>	R	√			



<i>Regulations 2011 and Education and Care Services National Law (Regulation 185)</i>					
Ensuring that volunteers, students and parents/guardians comply with the <i>Education and Care Services National Regulations 2011</i> and <i>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, Interactions with Children</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	√		√	
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

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 Vasey Park Preschool wherever appropriate and possible.

Vasey Park Preschool 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*).

Vasey Park Preschool 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*).

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.

## 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](http://www.acecqa.gov.au)
- The Early Years Learning Framework for Australia: Belonging, Being, Becoming: [www.acecqa.gov.au](http://www.acecqa.gov.au)
- A Guide for Creating a Child Safe Organisation (The Commission for Children and Young People) [www.cryp.vic.gov.au](http://www.cryp.vic.gov.au)
- Working with Children Check; [www.service.vic.gov.au](http://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: Vasey Park Student Data Form and induction checklist

Attachment 2: Vasey Park Volunteer Data Form and induction checklist

Attachment 3: Vasey Park Code of Conduct

---

## AUTHORISATION

This policy was adopted by the approved provider of Vasey Park Preschool on September 2023

**REVIEW DATE:** September 2026



ATTACHMENT 1



STUDENT DATA FORM

Name: \_\_\_\_\_ D.O.B \_\_\_\_\_

Address: \_\_\_\_\_

Phone no: \_\_\_\_\_ Mobile: \_\_\_\_\_

Email: \_\_\_\_\_

Emergency Contact Person: \_\_\_\_\_ Relationship: \_\_\_\_\_

Phone no: \_\_\_\_\_ Mobile: \_\_\_\_\_

Name Of School: \_\_\_\_\_

School Contact Phone No: \_\_\_\_\_

School Contact Name: \_\_\_\_\_

Allergies &/or Sensitivity: \_\_\_\_\_



15 Vasey Avenue  
 Lalor, Vic. 3075  
 Ph: (03) 9465 8835  
 Fax: (03) 9465 2460  
 a.b.n. 32 736 885 945  
 vasey.park.kin@kindergarten.vic.gov.au

## STUDENT INDUCTION CHECKLIST

**Prior to commencing at Vasey Park Preschool, please ensure you complete the following:**

- Sign in (Visitors Book located in the foyer)
- Read and Sign Code of Conduct
- See the Nominated Supervisor and become familiar with the Service.
- Complete the checklist below and submit to the Nominated Supervisor:

Student Location Of:	Please Tick
Kinder Room	
Sign In Area located in Foyer	
Telephone – Portable & Fixed	
Individual Anaphylaxis / Asthma Management Plans & Medications	
Parent/Guardian Communication Pockets located in Foyer	
Noticeboards	
Kitchen	
Adult & Children’s Toilet	
Indoor Storeroom & Outdoor Storage Shed	
<b><i>Informed of:</i></b>	
Any Children with additional/ special needs	
Role and names of parents/guardians on kinder duty	
Service Policies located in Office & Foyer:	
<i>I understand the content of service policies and procedures, including those relating to:</i>	
<ul style="list-style-type: none"> <li>• Conduct while at the service (<i>Code of Conduct Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Emergency, evacuation, fire and safety, including locations of fire extinguishers and emergency exits (<i>Emergency and Evacuation Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Accidents at the service (<i>Incident, Injury, Trauma and Illness Policy</i>)</li> </ul>	



<ul style="list-style-type: none"> <li>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>)</li> </ul>	
<ul style="list-style-type: none"> <li>Good hygiene practices (<i>Hygiene Policy and Food Safety Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>Dealing with infectious diseases (<i>Dealing with Infectious Diseases Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>First aid arrangements for children and adults, including the location of the nearest first aid kit (<i>Administration of First Aid Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>The importance of OHS and following safe work practices (<i>Occupational Health and Safety Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>Daily Routines</li> </ul>	
<ul style="list-style-type: none"> <li>The importance of OHS and following safe work practices (<i>Occupational Health and Safety Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>Interacting appropriately with children (<i>Interactions with Children Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>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>)</li> </ul>	
<ul style="list-style-type: none"> <li>Reporting hazards in the workplace (<i>Occupational Health and Safety Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>Handling complaints and grievances (<i>Compliments and Complaints Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>Child safety and wellbeing and child protection including how to respond to concerns (<i>Child Safe Environment and Wellbeing Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>Privacy and confidentiality of information (<i>Privacy and Confidentiality Policy</i>)</li> </ul>	
<b>Student</b>	<b>Please Tick</b>
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, 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 that I am expected to participate in general tasks, including maintaining the environment in a clean, safe and tidy condition	

Volunteer/ Student's Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name of Nominated Supervisor: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



15 Vasey Avenue  
Lalor, Vic. 3075  
Ph: (03) 9465 8835  
Fax: (03) 9465 2460  
a.b.n. 32 736 885 945  
vasey.park.kin@kindergarten.vic.gov.au

### VOLUNTEER DATA FORM

Name: \_\_\_\_\_ D.O.B \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone no: \_\_\_\_\_ Mobile: \_\_\_\_\_  
Email: \_\_\_\_\_  
Emergency Contact Person: \_\_\_\_\_ Relationship: \_\_\_\_\_  
Phone no: \_\_\_\_\_ Mobile: \_\_\_\_\_  
Allergies &/or Sensitivities: \_\_\_\_\_

Working with Children Check no: \_\_\_\_\_ Expiry: \_\_\_\_\_

Sighted by Responsible Person in Charge: Signed: \_\_\_\_\_ Date: \_\_\_\_\_

VIT Registration no. (if applicable) \_\_\_\_\_ Expiry: \_\_\_\_\_

Sighted by Responsible Person in Charge: Signed: \_\_\_\_\_ Date: \_\_\_\_\_

**Attach Copy & Sign off applicable documentation**

WWC copy attached: Yes/No Date: \_\_\_\_\_

VIT Registration No. checked: Yes/No Date: \_\_\_\_\_

Is the Volunteer under 18years of age: Yes/No

## VOLUNTEER INDUCTION CHECKLIST

**Prior to commencing at Vasey Park Preschool, please ensure you complete the following:**

- Sign in (Visitors Book located in the foyer)
- Read and Sign Code of Conduct
- See the Nominated Supervisor and become familiar with the Service.
- Complete the checklist below and submit to the Nominated Supervisor:

Volunteer Location Of:	Please Tick
Kinder Room	
Sign In Area located in Foyer	
Telephone – Portable & Fixed	
Individual Anaphylaxis / Asthma Management Plans & Medications	
Parent/Guardian Communication Pockets located in Foyer	
Noticeboards	
Kitchen	
Adult & Children’s Toilet	
Indoor Storeroom & Outdoor Storage Shed	
<b><i>Informed of:</i></b>	
Any Children with additional/ special needs	
Role and names of parents/guardians on kinder duty	
Service Policies located in Office & Foyer:	
<i>I understand the content of service policies and procedures, including those relating to:</i>	
<ul style="list-style-type: none"> <li>• Conduct while at the service (<i>Code of Conduct Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Emergency, evacuation, fire and safety, including locations of fire extinguishers and emergency exits (<i>Emergency and Evacuation Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Accidents at the service (<i>Incident, Injury, Trauma and Illness Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• 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>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Good hygiene practices (<i>Hygiene Policy and Food Safety Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Dealing with infectious diseases (<i>Dealing with Infectious Diseases Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• First aid arrangements for children and adults, including the location of the nearest first aid kit (<i>Administration of First Aid Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• The importance of OHS and following safe work practices (<i>Occupational Health and Safety Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Daily Routines</li> </ul>	

<ul style="list-style-type: none"> <li>• The importance of OHS and following safe work practices (<i>Occupational Health and Safety Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Interacting appropriately with children (<i>Interactions with Children Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• 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>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Reporting hazards in the workplace (<i>Occupational Health and Safety Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Handling complaints and grievances (<i>Compliments and Complaints Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Child safety and wellbeing and child protection including how to respond to concerns (<i>Child Safe Environment and Wellbeing Policy</i>)</li> </ul>	
<ul style="list-style-type: none"> <li>• Privacy and confidentiality of information (<i>Privacy and Confidentiality Policy</i>)</li> </ul>	
<b>Student</b>	<b>Please Tick</b>
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, 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 that I am expected to participate in general tasks, including maintaining the environment in a clean, safe and tidy condition	

Volunteer Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name of Nominated Supervisor: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## CODE OF CONDUCT

I commit to contributing to creating an environment at Vasey Park Preschool that:

- respects the rights of the child and values diversity
- acknowledges the vulnerability of Aboriginal children, children from a culturally and linguistically diverse background and children with a disability and has zero tolerance of discrimination
- maintains a duty of care towards all children at the service
- is committed to the safety and wellbeing of each child at the service
- is committed to the safety and wellbeing of all staff at the service
- provides a safe and secure environment for all at the service
- provides an open, welcoming environment in which everyone's contribution is valued and respected
- is committed to communicating openly and honestly
- is committed to continually learning how to be inclusive and respectful of cultural needs
- encourages parents/guardians, volunteers, students and community members to support and participate in the program and activities of the service.

### Relationships with children

In my relationships with children, I commit to:

- being a positive role model at all times
- encouraging children to express themselves and their opinions
- allowing children to undertake experiences that develop self-reliance and self-esteem
- maintaining a safe environment for children
- speaking to children in an encouraging and positive manner
- giving each child positive guidance and encouraging appropriate behaviour
- regarding all children equally, and with respect and dignity
- having regard to each child's cultural values
- respecting individual difference including age, physical and intellectual development, and catering for the abilities of each child at the service.

### Relationships with the approved provider, persons with management and control, nominated supervisor, staff and others

In my relationships with the approved provider, nominated supervisor, staff, other parents/guardians, volunteers and visitors I commit to:

- reading and abiding by the *Code of Conduct policy*
- developing relationships based on mutual respect
- working in partnership in a courteous, respectful and encouraging manner
- valuing the input of others
- sharing our expertise and knowledge in a considered manner
- respecting the rights of others as individuals
- giving encouraging and constructive feedback, and respecting the value of different professional approaches
- respecting the privacy of children and their families and only disclosing information to people who have a need to know as required under the *Privacy and Confidentiality policy*
- following the directions of staff at all times
- treating the early childhood environment with respect
- raising any concerns, including concerns about safety, as soon as possible with staff to ensure that they can be resolved efficiently
- raising any complaints or grievances in accordance with the *Complaints and Grievances Policy*.

## CODE OF CONDUCT POLICY ACKNOWLEDGEMENT

I hereby acknowledge I received a copy of the *Code of Conduct policy* for Vasey Park Preschool.

I have read this policy and understand its contents. I commit to abiding by the *Code of Conduct* and fulfilling my responsibilities as outlined in this policy whilst my child is attending Vasey Park Preschool.

I agree to abide by the values, principles and practices set out within.

I understand that a breach of the *Code of Conduct* may lead to limitations being placed on my attendance at the service.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name (please print)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness signature

\_\_\_\_\_  
Name (please print)

\_\_\_\_\_  
Date

Thank you for your contribution to making Vasey Park Preschool an open, safe, welcoming and friendly environment.