

# Woodford Church of England Primary School

## Volunteer/contractor policy

Date policy written: September 2019
-------------------------------------

### 1. Aim

Our aim at Woodford CE Primary School is to have in place a clear protocol and procedure, which is understood and implemented by all staff, governors, visitors, contractors and parents. The ultimate aim is to ensure that students at our school can learn and enjoy extra-curricular experiences, in an environment where they are safe from harm.

### 2. Policy statement

Visitors are very welcome to our school, however it is our schools responsibility to ensure that the security and well-being of our pupils is uncompromised at all times.

The school has a legal duty of care for the health, safety and wellbeing of all pupils and staff. This duty of care incorporates the duty to 'safeguard' all pupils from being subjected to any form of harm or abuse. It is the responsibility of the Governing Body and the Headteacher to ensure that this duty is implemented at all times.

In performing this duty, the Governing Body recognises that there can be no complacency where child protection and safeguarding procedures are concerned. The school therefore requires that **ALL VISITORS** (without exception) comply with the following policy and procedure.

### 3. Policy responsibility

The Associate Principal is the member of staff responsible for the implementation, coordination, dissemination and review of this policy. All breaches of this policy must be reported to the Associate Principal.

All staff members and visitors are responsible for adhering to this policy.

All staff members are responsible for ensuring that due diligence checks are conducted on visitors to the school, in connection with the school's responsibilities under the prevent duty. Guidance can be sought from the senior leadership team.

### 4. Where and to whom the policy applies

The school is deemed to have control and responsibility for its pupils anywhere on the school site, during normal school hours, during after school activities, and on school organised (and supervised) off-site activities.

The policy applies to:

- All teaching and non-teaching staff employed by the school

- All external visitors entering the school site during the school day or for after school activities (including supply teachers/peripatetic tutors/sports coaches and topic related visitors e.g. authors, journalists)
- All Governors of the school
- All parents (including parent helpers)
- All pupils
- Other education related personnel (County Council staff, Inspectors, health care professionals)
- Buildings and Maintenance Contractors

## **5. Protocol and procedures**

### **5.1 Planned visitors to the school**

All visitors to the school may be asked to provide formal identification at the time of their visit

- Where possible the school office/ reception staff should be informed of all pre-arranged visitors to the school.
- All visitors must report to the school office first and should not enter the school via any other entrance.
- At reception, all visitors must state the purpose of their visit and who has invited them. They should be ready to produce formal identification.
- All visitors will be asked to sign the Visitors' Record Book (which is kept by the school office), making note of their name, organisation, who they are visiting and car registration number.
- All visitors will be required to wear an identification badge, the badge must remain visible throughout their visit.
- All visitors will be made aware of whom the designated lead is for child protection and that any safeguarding concerns should be reported to them.
- Visitors will then be escorted to their point of contact, or their point of contact will be asked to come to the school office to receive the visitor. The contact will then be responsible for them while they are on site
- On departing the school, visitors should leave via the school office and:
  - Enter their departure time in the Visitors' Record Book alongside their arrival entry.
  - Return the identification badge to the school office.

### **5.2 Unknown/ unplanned visitors to the school**

- Any visitor to the school site who is not wearing an identity badge should be challenged politely to enquire who they are and their business at the school
- They should then be escorted to the school office/ reception to sign the Visitors' Record Book and be issued with an identity badge. The procedures in 5.1 then apply.
- In the event that the visitor refuses to comply, they should be asked to leave the site immediately and the Associate Principal (or the Teacher-in-Charge) should be informed promptly

- The Associate Principal (or the Teacher-in-Charge) will consider the situation and decide if it is necessary to inform the police
- If an unknown / uninvited visitor becomes abusive or aggressive, they will be asked to leave the site immediately and warned that if they fail to leave the school grounds, police assistance will be called for

## **6. Governors and regular volunteers/parent helpers**

- All Governors and regular parent helpers must comply with the Disclosure and Barring Service, by completing a DBS disclosure (if not already held) if they are in regulated activity via the School Office.
- All Governors and parent helpers should follow the procedures as stated in 5.1.
- New Governors will be made aware of this policy and be familiarised with the procedures as part of their induction. This is the responsibility of the Headteacher.
- New parent helpers will be asked to comply with the visitor agreement at their Induction meeting with the Headteacher/Deputy Headteacher before coming into the school for an activity or class supporting role.
- Parents may be permitted to assist on an ad hoc / occasional basis (e.g. giving a talk to a class about their hobby/ job/ faith) as long as they are not left unsupervised. The Headteacher must give permission before any such visit takes place. All regular parent helpers must be DBS checked. Again, all parents should follow the procedures as stated above 5.1

## **7. Contractors**

- Contractors should follow the procedures set out in 5.1 (although those working at the school regularly will be DBS checked to allow unsupervised work – this will always be monitored by the Headteacher or Deputy Headteacher).

## **8. Staff development**

As part of their induction, new staff will be made familiar with this policy for external visitors and asked to ensure compliance with its procedures at all times.