

PARTICIPATION OF VOLUNTEERS AND STUDENTS

QUALITY AREA 4 | ELAA VERSION 1.2



PURPOSE

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



POLICY STATEMENT

VALUES

Denzil Don 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 staff, students, volunteers, visitors, parents/carers, children, and others attending programs and activities at Denzil Don Kindergarten, including offsite excursions.

RESPONSIBILITIES	Approved provider and persons with management or control	Nominated supervisor and persons in day-to-day charge	Early childhood teachers, 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 is 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 before 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, including identification number and expiry date, are recorded in the staff record	R	√			
Ensuring that the identifying number and the expiry date of students or volunteer's current teacher registration is recorded in the kindergarten visitor record/staff currency register	R	√			
Ensuring the visitor record/staff currency register 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 currency register, 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/carers 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	√	√		
Always following the directions of staff at the service 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/carers 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 volunteers, students, and parents/carers 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, Interactions with Children and Privacy and Confidentiality Policy</i> while attending the service				√	√
Ensuring that volunteers, students, and parents/carers are aware of how to comply with child protection law and Child Safe Standards obligations	R	√		√	
Ensuring volunteers, students, and parents/carers 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/carers of the services <i>Dealing with Medical Conditions Policy (Regulations 90, 168(2)(d), 170, 171)</i>	R	√			
Informing volunteers, students, and parents/carers of the service 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>	R	√	√		√
Developing a range of strategies to enable and encourage the participation and involvement of parents/carers 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. Denzil Don Kindergarten will encourage and facilitate this Denzil Don Kindergarten wherever appropriate and possible.

Denzil Don Kindergarten values the participation of parents/carers and other family members and their voluntary contribution 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*).

Denzil Don Kindergarten aims to provide 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)*.

Volunteers and students' roles in education and care services vary and can include working with groups of children, preparing materials, 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 are protected at all times.

Volunteers should only be engaged to complement, not replace, the work of 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 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.

Before participation at the service, a volunteer or student (aged 18 years or over) must have 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/carers 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*, before 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. Refer to the Definitions file on the kindergarten website for regularly used terms.

Child-related work: in relation to the WWC Check (*refer to Definitions*), includes work with children that may involve physical contact, face-to-face contact, oral, written, or electronic communication.

Conflict of interest: (in relation to this policy) refers to a claim 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 involve not only 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/carer (whose 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.

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.cryp.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



To assess whether the values and purposes of the policy have been achieved, the approved provider will:

- check staff records regularly to ensure details of students, volunteers, and, where appropriate parents/carers 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: Sample induction checklist for volunteers and students

AUTHORISATION

This policy was adopted by the approved provider of Denzil Don Kindergarten on 15/11/2024.

REVIEW DATE: 15 / NOVEMBER / 2025



ATTACHMENT 1. INDUCTION CHECKLIST FOR VOLUNTEERS AND STUDENTS

Name: _____ Date: _____

To be completed by all volunteers and students participating at Denzil Don Kindergarten.

Volunteer/Student	Please tick
I have been given access to all the policies and procedures of Denzil Don Kindergarten.	
<p>I understand the content of service policies and procedures, including those relating to:</p> <ul style="list-style-type: none"> • 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>) • 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 • 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>) 	
<p>Site tour including:</p> <ul style="list-style-type: none"> • how to access the building and office • amenities • location of information for children with first aid requirements • location of first aid kits • sign in/out procedures. 	
The location of the Emergency Management Plan is shown.	
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>)	

Volunteer/Student	Please tick
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 and keeping the environment clean, safe, and tidy.	

Volunteer or student name: _____

Signature: _____ Date: _____