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# Volunteers Policy (2026 - 2028)



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<i>Date implemented</i>	29 April 2026
<i>Author</i>	Justin Hird
<i>Date to be reviewed</i>	April 2028
<i>To be reviewed by</i>	Principal
<i>References</i>	Victorian Government Schools Reference Guide
<i>Approved by</i>	Principal
<i>Date</i>	29 April 2026
<i>Signature</i>	

A handwritten signature in blue ink, appearing to read 'J. Hird', located below the signature row of the table.

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## Purpose

To outline the processes that Castlemaine Secondary College will follow to recruit, screen, supervise and manage volunteers to provide a child safe environment, and to explain the legal rights of volunteers.

## Scope

This policy applies to the recruitment, screening, supervision and management of all people who volunteer at our school.

## Definitions

**Child-connected work:** work authorised by the school governing authority/provider of a school boarding services and performed by an adult in a school or school boarding premises environment while children are present or reasonably expected to be present.

**Child-related work:** As defined by the Worker Screening Act 2020 (Vic), child-related work is work that usually involves direct contact (including in person, over the phone, written and online communication) with a child that is a central part of that person's duties. It does not include work that involves occasional direct contact with children that is incidental to the work.

**Closely related family members:** parent, carer, parent/carer's spouse or domestic partner, stepparent, parent/carer's mother or father in-law, grandparent, uncle or aunt, brother or sister, including step or half siblings.

**Volunteer worker:** A volunteer school worker is a person who voluntarily engages in school work or approved community work without payment or reward.

**School work:** School work means:

- Carrying out the functions of a school council.
- Any activity carried out for the welfare of a school, by the school council, any parents' club or association or any other body organised to promote the welfare of the school.
- Any activity carried out for the welfare of the school at the request of the principal or school council.
- Providing assistance in the work of any school or kindergarten.
- Attending meetings in relation to government schools convened by any organisation which receives government financial support.

This is a broad definition and means that volunteers who participate in school community activities, such as fundraising and assisting with excursions, are legally protected (i.e., indemnified) from action by others in the event of an injury or accident whilst they are performing volunteer schoolwork in good faith.

## Policy

Castlemaine Secondary College is committed to implementing and following practices which protect the safety and wellbeing of children and our staff and volunteers. Castlemaine Secondary College has strong community connections and recognises the valuable contribution that volunteers provide to our school community, as they provide additional supportive resources to enhance student outcomes.

The procedures set out below are designed to ensure that Castlemaine Secondary College's volunteers are suitable to work with children and are well-placed to make a positive contribution to our school community.

### Becoming a volunteer

Members of our school community who would like to volunteer are encouraged to contact the school principal via Reception or visit [www.csc.edu.vic.au](http://www.csc.edu.vic.au) for information on how to get involved.

### Suitability checks including Working with Children Checks

#### *Working with students*

Castlemaine Secondary College values the many volunteers that assist with involvement in School Council, support groups, sporting events, school concerts and productions and working bees. To ensure that we are meeting our legal obligations under the *Working With Children Act 2005* (Vic) and the Child Safe Standards, Castlemaine Secondary College is required to undertake suitability checks which may include a Working With Children Check, proof of identity, work history involving children and/or reference checks.

Considering our legal obligations, and our commitment to ensuring that Castlemaine Secondary College is a child safe environment, we will require volunteers to obtain a WWC Check and produce their valid card to Reception staff or the CSC manager of the school activity for verification in the following circumstances:

- **Volunteers who are not parent/family members** of any student at the school are required to have a WWC Check if they are engaged in child-related work regardless of whether they are being supervised.

- **Parent/family volunteers** who are assisting with any classroom or school activities involving direct contact with children in circumstances where the volunteer's child is **not** participating, or does not ordinarily participate in the activity.
- **Parent/family volunteers** who assist with excursions, camps and similar events, regardless of whether their own child is participating or not.
- **Parent/family volunteers** who regularly assist in school activities, regardless of whether their own child is participating or not
- **Parent/community School Council members** sitting on School Council with student School Council members, regardless of whether their own child is a student member or not

In addition, depending on the nature of the volunteer work, our school may ask the volunteer to provide other suitability checks at its discretion (for example, references, work history involving children and/or qualifications). Proof of identity may also be required in some circumstances.

### ***Non child-related work***

At times, parents and other members of the school community may volunteer for tasks that are not related to working with children. For example, they might assist with gardening, maintenance, working bees, or support group activities held on weekends, where children are not present and would not reasonably be expected to attend.

Volunteers for this type of work are not required to have Working with Children Checks or other suitability checks as they are not engaged in child-related work and children are not generally present during these activities. However, Castlemaine Secondary College reserves the right to undertake suitability checks, including proof of identity, Working with Children Checks, or other relevant checks at its discretion if considered necessary for any particular activities or circumstances.

School council members and volunteers on any sub-committee of the school council will be asked to provide a valid WWCC. CSC will have 2 student representatives on the school council, therefore our volunteers, who are involved in making important decisions about our school which will have an impact on students, do have a valid WWCC.

### **Management and supervision**

Volunteer workers will be expected to comply with any reasonable direction of the principal (or their nominee). This will include the requirement to follow our school's policies, including, but not limited to our Child Safe Policy, Child Safety Code of Conduct and our Statement of Values and School Philosophy, please see the [College Website](#) for specific policies.

Volunteer workers will also be expected to act consistently with Department of Education policies, to the extent that they apply to volunteer workers, including the Department's policies relating to [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#).

The principal (or their nominee) will determine the level of school staff supervision required for volunteers, depending on the type of work being performed, and with a focus on ensuring the safety and wellbeing of students.

The principal has the discretion to make a decision about the ongoing suitability of a volunteer worker and may determine at any time whether or not a person is suitable to volunteer at Castlemaine Secondary College.

Castlemaine Secondary College will provide any appropriate induction and/or training for all volunteer workers. The principal (or their nominee) will determine what induction and/or training is necessary depending on what type of work the volunteer will be engaged in.

## **Privacy and information-sharing**

Volunteers must ensure that any student information they become aware of because of their volunteer work is managed sensitively and in accordance with the [Schools' Privacy Policy](#) and the Department's policy on [Privacy and Information Sharing](#).

Under these policies, student information can and should be shared with relevant school staff to:

- support the student's education, wellbeing and health;
- reduce the risk of reasonably foreseeable harm to the student, other students, staff or visitors;
- make reasonable adjustments to accommodate the student's disability; or
- provide a safe and secure workplace.

Volunteers must immediately report any child safety concerns that they become aware of to a member of staff to ensure appropriate action. There are some circumstances where volunteers may also be obliged to disclose information to authorities outside of the school such as to Victoria Police. For further information on child safety responding and reporting obligations refer to: [Child Safety Responding and Reporting Obligations Policy and Procedures](#).

## **Records management**

While it is unlikely volunteers will be responsible for any school records during their volunteer work, any school records that volunteers are responsible for must be provided to the college principal or assistant principals to ensure they are managed in accordance with the Department's policy: [Records Management – Schools](#).

## **Compensation**

### *Personal injury*

Volunteer workers are covered by the Department of Education and Training's Workers Compensation Policy if they suffer personal injury in the course of engaging in school work.

### *Property damage*

If a volunteer worker suffers damage to their property in the course of carrying out school work, the Minister (or delegate) may authorise such compensation as they consider reasonable in the circumstances. Claims of this nature should be directed to the principal who will direct them to the Department's Legal Division.

### Public liability insurance

The Department of Education and Training’s public liability insurance policy applies when a volunteer worker engaged in school work is legally liable for:

- a claim for bodily injury to a third party
- damage to, or the destruction of a third party’s property.

## Communication

This policy will be communicated to our school community in the following ways:

- Available publicly on our College’s website [www.csc.edu.vic.au](http://www.csc.edu.vic.au).
- Reminders in our school newsletter.
- Discussed in student forums.
- Included in the online staff handbook (Staff Central).
- Discussed at staff briefings/meetings as required.
- Included in staff induction processes
- Available in hard copy on request

## Further information and resources

This policy should be read in conjunction with the following policies on the Department’s Policy and Advisory Library (PAL):

- [Equal Opportunity and Anti-Discrimination](#)
- [Child Safe Standards](#)
- [Privacy and Information Sharing](#)
- [Records Management – School Records](#)
- [Sexual Harassment](#)
- [Volunteers in Schools](#)
- [Volunteer OHS Management](#)
- [Working with Children and Other Suitability Checks for School Volunteers and Visitors](#)
- [Workplace Bullying](#)

## Policy Review and Approval

<b>Policy last reviewed</b>	29 April 2026
<b>Consultation</b>	College Council and School Community (via Compass) - April 2026
<b>Approved by</b>	College Principal
<b>Next scheduled review date</b>	April 2028