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## 29. Policies for Volunteer Involvement

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Milland Valley Nursery School recognises and values the involvement of volunteers, and accepts that volunteers have the same rights and expectations as permanent staff at the nursery. The volunteer is covered by the Equal Opportunity policy operated within the nursery.

Any volunteer wishing to work at the nursery, will first have an interview with the leader, so that discussion can identify what the volunteer wants to do, and the skills they will bring to the service.

In view of the sensitive nature of the nursery's work with children, volunteers will have a police check carried out and to provide two referees.

So that planning is effective, the nursery and the volunteer will agree specific times and hours of work, and the duration of the involvement, if this is appropriate.

It is the policy of the nursery that all volunteers work alongside an established member of staff, in order that appropriate support and guidance is offered.

The nursery will meet all the volunteer's out of pocket expenses.

Together with permanent members of staff, all volunteers will be offered training to enhance the services offered.

Where the nursery's decisions are made, which effect the volunteer in any way, these decisions will be passed to the volunteer as soon as practical.

All Volunteers will have an enhanced DBS check