

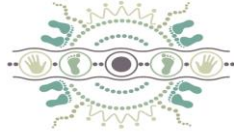
## P7-20: Students, Volunteers and Visitors Policy

QDPA values the participation of students and volunteers. Having students and voluntary personnel within the Preschools helps to inform the community about our program and the value of the work we do. Students and voluntary personnel are welcome at our Preschools; however, the children’s care and safety are our first priority.

### NATIONAL QUALITY STANDARD (NQS)

QUALITY AREA 7: GOVERNANCE AND LEADERSHIP		
7.1	Governance	Governance supports the operation of a quality service.
7.1.1	Service philosophy and purposes	A statement of philosophy guides all aspects of the service’s operations.
7.1.2	Management Systems	Systems are in place to manage risk and enable the effective management and operation of a quality service.
7.1.3	Roles and Responsibilities	Roles and responsibilities are clearly defined and understood and support effective decision-making and operation of the service.
7.2	Leadership	Effective leadership builds and promotes a positive organisational culture and professional learning community.
7.2.2	Educational leadership	The educational leader is supported and leads the development and implementation of the educational program and assessment and planning cycle.
7.2.3	Development of professionals	Educators, co-ordinations and staff members’ performance is regularly evaluated, and individual plans are in place to support learning and development.

EDUCATION AND CARE SERVICES NATIONAL LAW AND REGULATIONS	
S. 170	Offence relating to unauthorised persons on education and care service premises
S. 175	Offence relating to requirement to keep enrolment and other documents
83	Staff members and family day care educators not to be affected by alcohol or drugs
84	Awareness of child protection law
120	Educators who are under the age of 18 to be supervised



145	Staff Records
149	Volunteers and Students
168	Policies and Procedures
170	Policies and procedures to be followed
172	Notification of change to policies or procedures

## RELATED POLICIES

Code of Conduct Policy Child Protection Policy Child Safe Environment Policy Dealing with Complaints Policy Interactions with Children, Families and Staff Policy	Privacy and Confidentiality Policy Staffing Arrangements Policy Supervision Policy Work, Health and Safety Handbook
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## PURPOSE

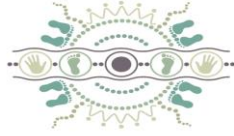
QDPA supports participation of work placement students (including work experience students) and volunteers wanting to develop professional skills and knowledge in their effort to become Early Childhood Professionals. We aim to build relationships with community members, providing appropriate learning opportunities for students and volunteers to contribute to our program. To ensure a professional and pleasurable learning experience, students and volunteers will be encouraged to participate in the centre's daily routine and assist in accordance with their qualification level to work with children under the National Quality Framework requirements. QDPA will ensure no child or children are left alone with a visitor, student or volunteer at any time.

## SCOPE

This policy applies to children, families, educators, staff, management, approved provider, nominated supervisor, students, volunteers and visitors of QDPA.

## IMPLEMENTATION

We have a strong commitment to provide a range of opportunities for 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 QDPA. As a child safe organisation, we embed the National Principles for Child Safe Organisations and implement child safe policies and procedures to ensure



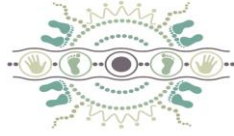
child safety is paramount. In addition, QDPA has adopted the [National Model Code and Guidelines](#) for taking images or videos of children which applies to volunteers, students and visitors.

A visitor may include, but is not limited to:

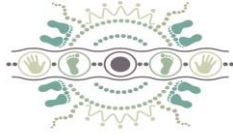
- Families looking to enrol their child/ren and are provided with an opportunity to view the preschool
- Inclusion support workers/ Allied Health Workers
- Trades person (plumber, carpenter, electrician)
- Community members contributing to the educational program such as through story or music
- Authorised Officer (Department of Education, regulatory authority, SafeWork, Police)
- Students or Volunteers
- Educators visiting from another service
- TAFE/Uni/RTO Teachers
- Performers/ Entertainers/ Presenters

#### THE APPROVED PROVIDER/MANAGEMENT/NOMINATED SUPERVISOR WILL:

- ensure all educators, staff, students, volunteers and visitors have knowledge of and adhere to this policy
- ensure all volunteers, students and visitors are aware of guidelines adopted by QDPA around the use of personal electronic devices whilst education and care are provided for children
- request visitors who are supporting children at the Service (NDIS funded support professionals, Inclusion Support professionals) gain written consent from the approved provider to capture images or video of a child for observation/documentation purposes only
- ensure the student or volunteer completes a *Student and Volunteer Application Form* prior to commencement of work placement, recording their full name, address, and date of birth
- ensure a *Visitor Register* is maintained on OWNA, including
  - date
  - reason for visit
  - full name
  - time of arrival and departure
  - company (if applicable)
  - Working With Children Check (where applicable)
- ensure the *Visitor Register* is kept in a safe and secure location
- ensure visitors provide ID if required
- ensure all visitors complete and sign the *Visitor Register*



- ensure students, volunteers and/or visitors are under the direct supervision of the approved provider, nominated supervisor, responsible person or educator at all times whilst at any QDPA preschool
- ensure students, volunteers and/or visitors are never left alone with a child whilst at any QDPA preschool under any circumstance
- provide the student/volunteer with information about Child Protection Law and mandatory reporting obligations
- ensure students, volunteers and visitors who may come into direct contact with children submit their Working with Children Check to be verified by the approved provider
- appoint an educator to be the Student Supervisor/mentor for the duration of the placement
- conduct an orientation for the student, volunteer or visitor, including taking the student, volunteer or visitor on a tour of the preschool, showing emergency exits, staff room and bathroom facilities
- complete the *Student and Volunteer Induction Checklist* with the student or volunteer
- provide the student/volunteer with a *Student and Volunteer Handbook*
- negotiate with the student or volunteer the times/hours to be worked, and dates of the placement.
- advise students or volunteer to bring in a poster with a photo introducing themselves and outlining the reason for their placement
- inform families, children, and educators when work experience students and volunteers are present at the preschool, including their role and hours they will be attending the preschool
- ensure work placement students or volunteers are never included in the ratio of adult to children
- ensure students and volunteers are aware that they must not discuss concerns, issues or complaints with parents, guardians and/or visitors
- introduce the student or volunteer to educators and the Lead Educator/ Supervisor
- show the student, volunteer or visitor where they can access QDPA policies
- ensure the student or volunteer has signed a confidentiality agreement prior to commencing their placement
- discuss any relevant important information about specific children to the student or volunteer (i.e. court orders, additional needs, dietary needs) so that the student or volunteer is aware of potential issues
- liaise with learning institutions and accept suitable student placements under the institution's supervision
- assist learning institutions to place suitable students with individual educators
- ensure student's paperwork and insurances are current
- ensure each student or volunteer holds a current Working with Children Check prior to commencing their placement
- record and verify each student, volunteer or visitors Working with Children Check where required



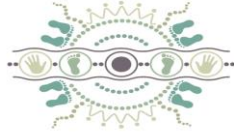
- ensure that no student, volunteer or visitor is affected by or under the influence of drugs or alcohol while on the preschool premises when children are being educated and cared for

### EDUCATORS WILL:

- maintain open communication with work experience students and volunteers along with their practicum teachers about their performance
- support all student's and volunteer's practicum requirements to the best of their ability during the placement
- work as a team sharing appropriate skills and knowledge with each student and volunteer
- ensure all colleagues are provided with relevant information about tasks the student is required to complete in the service as part of their practicum
- be aware of student and volunteer expectations
- have the time and proficiencies to support each student and volunteer in their placement
- encourage students to seek help and advice as required
- be positive role model, showing appropriate behaviour and conduct themselves in a professional manner
- guide the students or volunteer throughout the day
- make the student or volunteer feel welcome and a valued member of the team
- ensure all visitors complete and sign the *Visitor Register*
- ensure the student, volunteer or visitor is not left alone with a child or children whilst at the preschool under any circumstance
- ensure students, volunteers and/or visitors are under the direct supervision of the approved provider, nominated supervisor, responsible person or educator at all times whilst at the Service

### THE CLASSROOM TEACHER WILL:

- discuss the progress of written work and performance with the student or volunteer
- discuss any concerns raised by the student with the Student Supervisor
- ensure students or volunteers are directly supervised at all times during children's nappy change times
- encourage students and volunteers to use their initiative
- ensure the student or volunteer remains up to date with their assessments/tasks to be completed
- discuss concerns with student or volunteer with management
- never leave the student or volunteer alone with a child or children
- provide honest and accurate feedback to the student's training institution supervisor as required



## WORK EXPERIENCE STUDENTS AND VOLUNTEERS WILL:

- complete the *Student and Volunteer Application Form* prior to the commencement of work placement
- provide Working with Children Check details prior to placement (exemptions may be applicable if student is under the age of 18 in NSW)
- not be in possession of personal electronic devices that can take images or videos while providing education and working directly with children
- learn about the children through interaction and practical experience
- develop the skills and knowledge needed to care for and educate children
- learn about the importance of working as part of a team in the Early Childhood profession
- learn strategies for working in a team environment
- learn and accommodate the expectations of qualified educators in the preschool
- inform their classroom teacher in writing of what will be expected of them by their training body, University or School, or any other training organisation, and provide time sheets and evaluation forms
- keep up to date with all written work requirements
- work a variety of shifts to gain knowledge of different aspects of preschool operations
- bring in a poster introducing themselves that will include:
  - Name
  - Photo
  - Course they are studying
  - RTO/university/school they are studying with
  - Dates and times they will be at the Service
  - The focus of their study.
- discuss any problems the student may be experiencing with their room leader.
- adhere to all QDPA policies and procedures
- never remove a child from direct staff supervision
- participate in the induction process and assist to complete the *Student and Volunteer Induction Checklist*

## STUDENTS AT RISK

If educators feel that the student is at risk of failing their practicum, the following steps will be taken:

1. the classroom teacher/nominated supervisor will alert the student's training institution Supervisor of any concerns regarding the student.
2. both the Student Supervisor and the classroom teacher will discuss concerns with the student.



3. the classroom teacher will arrange for the student's supervisor/assessor to visit the preschool and discuss concerns that have ascended.
4. the student's educational institution and nominated supervisor will govern the outcome of the practicum.

## TERMINATION OF STUDENT PRACTICUM OR VOLUNTEER PLACEMENT

Termination of a student's or volunteer's placement will occur if the student or volunteer

- harms or is at risk of harming a child in their care
- is under the influence of drugs or alcohol
- fails to notify the preschool if they will not be attending the preschool
- does not adhere to starting times or break times
- is observed using repeated inappropriate behaviour at the preschool
- does not comply with all policies and procedures addressed in the student package
- does not provide the photo with an introduction on commencement
- does not keep up to date with their work placement tasks
- removes any child or children from the direct supervision of an educator
- is unable to maintain or hold a current Working with Children Check

## CONTINUOUS IMPROVEMENT/REFLECTION

Our *Student, Volunteer and Visitor Policy* will be reviewed on an annual basis in consultation with children, families, staff, educators and management.

## SOURCES

- Australian Children's Education & Care Quality Authority. (2024). [Guide to the National Quality Framework](#).
- Australian Government Department of Education. [Belonging, Being and Becoming: The Early Years Learning Framework for Australia. V2.0, 2022](#)
- Australian Children's Education & Care Quality Authority. (2024). [Taking Images or Videos of Children While Providing Early Childhood Education and Care. Guidelines for the National Model Code.](#)
- Education and Care Services National Law Act 2010. (Amended 2023).
- Education and Care Services National Regulations. (Amended 2023).
- Fair Work Act 2009* (Cth).
- Fair Work Commission: Anti-bullying jurisdiction.
- Safe Work Australia. (2016). [Guide for preventing and responding to workplace bullying](#)
- TAFE NSW [Student responsibilities in work placement](#)
- Work Health and Safety Act, 2011.*



## REVIEW

Version Control	Date	Author	Description of Change
1.0	2018	QDPA	Original document
2.0	Feb 2021	QDPA	<ul style="list-style-type: none"> <li>Document reviewed with change in leadership team in 2021. Additional related regulations &amp; NQS references added. Version control and description box added to clarify reviewed items/new inclusions</li> <li>Format change to include policy statement, purpose, scope and implementation, addition of footers and page numbering and general layout changes</li> <li>Additional of appendixes with documents to be used in induction of students to QDPA</li> <li>Addition of expectations for employees, leaders/management and of the student</li> </ul>
3.0	May 2022	QDPA	<p>Scheduled Review</p> <ul style="list-style-type: none"> <li>Minor changes only - edits to ensure consistency of student and volunteer throughout policy</li> <li>additional policies added for student and volunteer checklist</li> </ul>
4.0	April 2023	QDPA	<p>Scheduled Review</p> <ul style="list-style-type: none"> <li>hyperlinks checked and repaired as required</li> <li>minor formatting edits within text</li> <li>continuous improvement/reflection section added</li> <li>additional reference to <i>Student and Volunteer Application Form</i></li> <li>additional reference to <i>Student and Volunteer Induction Checklist</i></li> </ul>
5.0	January 2025	QDPA	<ul style="list-style-type: none"> <li>title of policy changed to <i>Students, Volunteers and Visitors Policy</i></li> <li>legislation re: child protection law (Reg. 84) added</li> <li>information included relating to visitors entering the service</li> <li>removal of Appendix 1: Student and Volunteer Checklist of policy</li> <li>annual policy maintenance</li> <li>minor formatting edits within text</li> <li>hyperlinks checked and repaired as required</li> <li>inclusion of National Model Code and Guidelines</li> </ul>