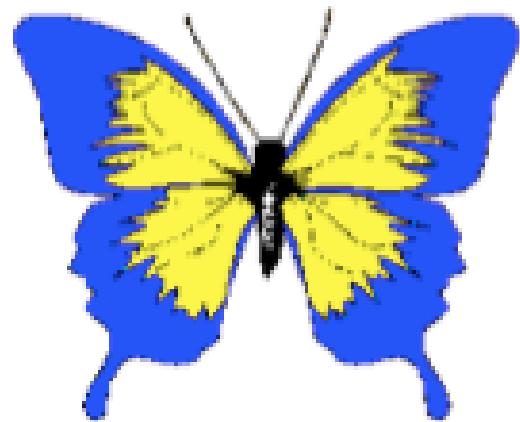


New Monkland Nursery Class



Getting it Right for Every Child

Volunteer Policy



Created: January 2026
Review: January 2027

At New Monkland Nursery Class, we recognise the immense benefits that volunteers bring to the nursery. In return we hope to give volunteers an opportunity to share their skills in a different environment and to undertake new experiences.

Status of Volunteers

A volunteer is not an employee and does not have a contract of employment with the nursery. However, volunteers are expected to follow all nursery procedures in the same way as paid staff to ensure **consistency, safety, and high-quality care and learning for children**.

Some volunteer roles in our nursery are classed as **regulated roles**, meaning they involve caring for, supervising, or taking responsibility for children who are not your own. Examples include:

- Helping on trips
- Assisting regularly in the playroom
- Supporting with personal care

To keep children safe, anyone in a regulated role **must be a member of the Protecting Vulnerable Groups (PVG) Scheme**. This is a legal requirement under the **Disclosure (Scotland) Act 2020**. Full details of this process can be found in our **PVG Policy**

Training

Volunteers will be offered and/or support as appropriate. We will provide training and support required for the role, including child protection, health and safety. The purpose of this is to enable the volunteer to be supported and enhance their development in their voluntary role within our team.

Policy and Procedures

Volunteers are expected to comply with all the nursery policies and procedures. The volunteer's induction process will include an explanation of this.

Confidentiality

Volunteers should not disclose information about the nursery, staff, children and families as stated in the confidentiality policy and should always follow the nursery confidentiality procedures.

Volunteers Induction pack

On commencing their volunteer work, the volunteer will be given a pack containing:

- General information about the Nursery
- A copy of the volunteering policy
- A confidentiality Statement which will require reading, signing and returning to Nursery Lead and/or Management.
- Details of access to nursery and relevant policies and procedures.

Volunteer Support

The Nursery will nominate a senior member of staff who will take the volunteer through their induction and support and advise them throughout their time in the nursery.

UNCRC Links

Article 3: All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

Article 11: You have the right to be protected from kidnapping.

Article 27: You have the right to food, clothing, a safe place to live and to have your basic needs met. You should not be disadvantaged so that you can't do many of the things other kids can do.

Article 29: Your education should help you use and develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect other people.

Article 31: You have the right to play and rest.

Health and Social Care Standards

1 I experience high quality care and support that is right for me

1.1 I am accepted and valued whatever my needs, ability, gender, age, faith, mental health status, race, background or sexual orientation.

1.2 My human rights are protected and promoted, and I experience no discrimination.

1.3 If my independence, control and choice are restricted, this complies with relevant legislation and any restrictions are justified, kept to a minimum and carried out sensitively.

1.10 I am supported to participate fully as a citizen in my local community in the way that I want.

4 - I have confidence in the organisation providing my care and support

4.1 My human rights are central to the organisations that support and care for me.

4.2 The organisations that support and care for me help tackle health and social inequalities.

4.7 I am actively encouraged to be involved in improving the service I use, in a spirit of genuine

partnership.

4.8 I am supported to give regular feedback on how I experience my care and support and the organisation uses learning from this to improve.

4.9 I can take part in recruiting and training people if possible.

4:11 I experience high quality care and support based on relevant evidence, guidance and best practice.

5: I experience a high-quality environment if the organisation provides the premises

5.1 I can use an appropriate mix of private and communal areas, including accessible outdoor space, because the premises have been designed or adapted for high quality care and support.

5.3 I have an accessible, secure place to keep my belongings.