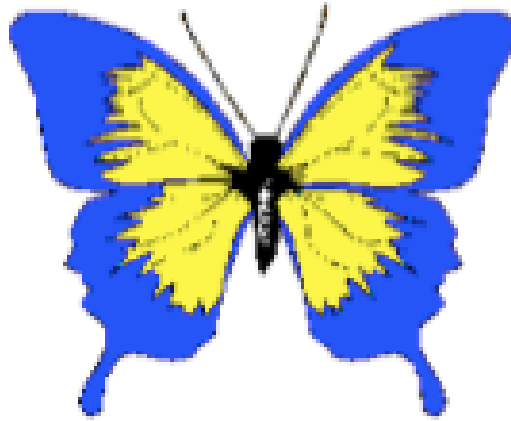


New Monkland Nursery Class



Getting it Right for Every Child

PVG Policy



Created: January 2026

Review: January 2027

PVG Policy for Staff, Volunteers, and Parents/Carers

Applies to everyone involved in activities where children under 18 are present

Volunteering at our Nursery

We love welcoming parents, carers, and community members into our nursery!

Volunteering is a wonderful way to share your skills, support children's learning, and be part of our vibrant nursery family. Whether you're helping with activities, supporting on trips, or lending a hand in our garden, your time makes a big difference.

To keep everyone safe, some roles require PVG membership under Scottish law Effective from 1 July 2025. Don't worry—we'll guide you through the process if needed. Even if you can only help occasionally, your involvement is valued and appreciated. Together, we create a nurturing, fun, and safe environment for every child to thrive!

Purpose of this Policy

This policy ensures that everyone working or volunteering in our nursery—especially in roles involving contact with children—is appropriately vetted through Disclosure Scotland's Protecting Vulnerable Groups (PVG) Scheme, in line with legal requirements. Safeguarding is our top priority, and PVG checks help us keep children safe while encouraging family and community involvement.

Legal Framework

This policy follows the Disclosure (Scotland) Act 2020, which makes it a criminal offence, from 1 July 2025, to:

- Perform a regulated role with children without PVG scheme membership.
- Offer someone a regulated role if they are not a PVG scheme member.

Who Needs PVG Membership?

Role	PVG Required?
All nursery staff (paid or unpaid)	Yes – includes practitioners, support staff, supply staff, students, managers
Parents or volunteers in a regulated role	Yes – if supervising, caring for, teaching, or responsible for children who are not their own

Examples of regulated roles requiring PVG:

- Supervising children on walks or trips
- Assisting regularly in classroom activities
- Leading group activities or learning stations

- Helping with personal care (e.g., toileting, changing clothes)
- Volunteering regularly (e.g., once a month or more)

When PVG is not required

Parents do not need PVG membership if:

- Attending nursery with only their own child (e.g., Stay & Play sessions, open days)
- Attending family events (discos, workshops, parties) where contact with other children is incidental and staff retain responsibility
- Helping with event setup, refreshments, or admin tasks without direct care or supervision of children

Our Responsibilities

- Ensure all staff and regular volunteers are PVG-checked before starting.
- Keep a secure, up-to-date PVG register.
- Review volunteer roles regularly to determine PVG needs.
- Inform parents about PVG rules before events or outings.
- Never allow non-PVG individuals to supervise or be alone with children other than their own.

How to Apply for PVG

1. Express interest in helping regularly or in a supervisory role.
2. Nursery management will confirm if PVG is required.
3. Complete PVG application through the nursery or Volunteer Scotland (if unpaid).
4. Await PVG clearance before starting the role.

Failure to Comply

From 1 July 2025, it is a criminal offence to:

- Work or volunteer in a regulated role without PVG membership.
- Assign or permit someone to take on such a role without PVG.

Contacts for Questions

- Head Teacher: Mrs Mary Reid
- Disclosure Scotland: www.mygov.scot/pvg-scheme
- Volunteer Scotland: www.volunteerscotland.net

Alignment with National Standards and Frameworks

Links to National Quality Improvement Framework (ELC)

Nurturing Care and Support

Encourages strong relationships with families and inclusive practice. Stay & Play and volunteering help children feel secure and valued through family involvement.

Leadership and Management

Demonstrates a clear vision for family partnership and safe recruitment. Managing PVG checks for volunteers shows robust safeguarding and leadership.

Self-Evaluation and Continuous Improvement

Involves reflecting on how family engagement and volunteer contributions improve learning and well-being. Supports ongoing quality improvement.

Play and Learning

Promotes rich, meaningful play experiences. Volunteers and parents enhance play opportunities and learning through shared activities.

Care Inspectorate Quality Framework – Safe Recruitment & Safe Care (3.1, 4.3)**3.1 – Ensuring Safe Recruitment**

What it means: Services must have robust recruitment processes to ensure staff and volunteers are suitable to work with children.

How our policy links:

- Requires PVG membership for all staff and volunteers in regulated roles.
- Outlines clear steps for PVG application and checks before starting.
- Maintains a secure PVG register for compliance and monitoring.

4.3 – Safe Care and Support

What it means: Children must be cared for by people who are trustworthy and competent, ensuring their safety and well-being.

How our policy links:

- Prevents anyone without PVG clearance from supervising or being alone with children.
- Defines regulated roles and responsibilities to avoid unsafe practices.
- Aligns with safeguarding principles by prioritising child protection in all volunteer and staff interactions.
- PVG checks ensure that anyone in a regulated role is vetted, reducing risk of harm.
- Clear guidance on supervision and roles protects children during activities like trips and Stay & Play.
- Emphasis's safeguarding as a shared responsibility between staff, volunteers, and parents.

UNCRC

- **Article 19** - Children have the right to be protected from all forms of harm, abuse, and neglect.

Health and Social Care Standards

Standard 3.14: “I have confidence in people because they are trained, competent and skilled.” We ensure staff and volunteers are appropriately vetted and informed about their responsibilities.

Standard 4.24: “I am confident that people are honest and trustworthy.” PVG membership provides assurance that those working with children have been checked for suitability.

Standard 3.1: “I experience people who respect my rights.” By following PVG and safeguarding guidance, the nursery respects children’s rights to safety and protection.

Standard 4.9: “I experience high quality care and support because people have the necessary information and resources.” The policy provides clear procedures for PVG applications and role definitions, ensuring safe and informed practice.