

St Mary & St Pancras CE School

Safeguarding Principles

At St Mary & St Pancras School we are committed to safeguarding and promoting the welfare of all our students. We expect all staff employed, commissioned or contracted to work with pupils together with volunteers and governors to adhere to the following principles:

- The welfare of students is paramount and we take their views seriously.
- If parents raise concerns they will be listened to and responded to promptly
- Adults who work with children are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.
- Adults should work and be seen to work, in an open and transparent way.
- The same professional standards should always be applied regardless of culture, disability, gender, language, racial origin, religious belief and/or sexual identity.
- Adults should continually monitor and review their practice and ensure they follow the guidance contained in the policies listed below
- Staff should discuss and/or take advice promptly from their line manager or another senior member of staff over any incident, which may give rise to concern.
- Records should be made of any such incident and of decisions made/further action agreed, in accordance with the school policy for keeping and maintaining records.
- All staff should know the name of the senior designated person for child protection, be familiar with local child protection arrangements and understand their responsibilities to safeguard and protect children and young people.
- Staff should be aware that breaches of the law and other professional guidelines could result in criminal or disciplinary action being taken against them.

The following policies and documents are all pertinent to safeguarding children:

- Child protection
- Complaints procedure
- Data protection
- Dealing with allegations made against staff
- Drug and substance misuse
- Educational visits
- E-safety
- Harassment and discrimination
- Health and safety
- Intimate care (where appropriate)
- Meeting the needs of pupils with medical conditions
- Performance management
- Providing first aid
- Pupil discipline and anti-bullying including cyber bullying
- Register of attendance
- Safer recruitment policy and procedures
- Sex education policy
- Single central record
- Use of physical intervention
- Whistle blowing

Whistle blowing is required by SFVS.

The statutory policies and documents are on the school website and accessible to all staff and parents.

Also part of our overall strategy

- Racist incidents monitoring log
- Risk assessments
- Arrangements for site security
- Working with students on issues specific to our local area or population (e.g. gang activity, extremism etc.)

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Established by the Governing Body on **TUESDAY 10TH MARCH 2015**

Based on DfE *Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings*