



Statement of Safeguarding Principles

At Cosgrove Village Primary School we are committed to safeguarding and promoting the welfare of all our pupils. 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 pupils 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 that 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 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 that 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 law and other professional guidelines could result in criminal or disciplinary action being taken against them.
- All staff should know that, in the event of a concern about the Headteacher's behaviour, they should contact the Chair of Governors.

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

- Child protection
- Complaints procedure

- Data protection
- Managing allegations made against staff
- Acceptable use
- Health, safety and welfare
- Accessibility plan
- Performance management
- Pupil behaviour
- Anti-bullying
- Whistle-blowing

These policies are on the school website and accessible to all staff and parents.