



1. EQUAL OPPORTUNITIES POLICY STATEMENT

The Minster Trust for Education (MITRE), together with the recognised trade unions, is committed to the development of positive policies to promote equal opportunities in employment and in the delivery of our services, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity or trade union membership status. This commitment will apply to recruitment and selection practices, training and development, promotion and in the application of national and local agreements in respect of pay and conditions of service.

The operation of this policy is monitored and reviewed periodically through established joint consultation procedures with staff and trade unions. If any employee considers that she or he is the subject of unequal treatment on any of the above grounds, a complaint may be made through the agreed procedures for dealing with grievances.

2. SAFEGUARDING CHILDREN POLICY STATEMENT

MITRE is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We will respond robustly to all concerns about the safety and welfare of children, young people and vulnerable adults that are reported to us. This commitment applies equally to children and young people that we work with directly and those that we come into contact with. We expect all staff and volunteers to share this commitment.

Safeguarding and Promoting the welfare of Children

Safeguarding and promoting the welfare of children is defined as:

- Protecting children from harm;
- Preventing impairment of children's health or development;
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care; and
- Undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully.

Everything we do should be in the interest of the child.

Child protection is a key element in work to safeguard and promote the welfare of children. Child Protection refers to work undertaken with children identified as being at risk of significant harm.

All those who come into contact with children and families in their everyday work, including practitioners who do not have a specific role in relation to safeguarding children, have a duty to safeguard and promote the welfare of children. If you have a specific role in relation to safeguarding children, this issue will be covered with you fully in your induction and form part of your ongoing professional development and training.

If you do not have a specific safeguarding responsibility you still may be involved in the following ways:

- You may have concerns about a child you should report your concerns to the school's designated safeguarding lead or deputy or if neither are available, another senior member of the school's staff. In emergencies, however, contact the police direct. Should you need to contact social care directly all new referrals must go through to the MASH team (multi agency safeguarding hub), telephone 0300 500 8090.
- You may be asked to provide help or a specific service to the child or a member of their family as part of an agreed plan and contribute to the reviewing of the child's progress.

If you have concerns about the safety or welfare of a child, you must follow the steps set out above. If you wish to discuss your concerns with a safeguarding trained member of staff, please speak to the school's reception.