



## **Safeguarding, Diversity, and Safer Recruitment Statement**

**Templars Primary School** is committed to providing a safe, inclusive, and welcoming environment for all individuals. We are dedicated to safeguarding children and young people, promoting diversity and equality, and ensuring that our recruitment practices are fair and transparent.

### **Safeguarding Children and Young People**


- **Policy and Procedures:** We have robust safeguarding policies and procedures in place that align with national guidelines and best practices. These policies are regularly reviewed and updated to ensure they are effective and up-to-date.
- **Training:** All staff members, including volunteers, receive comprehensive safeguarding training to equip them with the knowledge and skills to recognize and respond to signs of abuse or neglect.
- **Reporting and Investigation:** We have clear procedures for reporting and investigating concerns about child safeguarding. All reports are taken seriously, and investigations are conducted promptly and thoroughly.

### **Promoting Diversity and Equality**

- **Inclusive Environment:** We strive to create an inclusive environment where everyone feels valued, respected, and supported. We are committed to eliminating discrimination on the basis of race, ethnicity, gender, sexual orientation, religion, disability, age, or any other protected characteristic.
- **Equal Opportunities:** We promote equal opportunities in all aspects of our work, including recruitment, development, and promotion. We ensure that our recruitment practices are fair and accessible to all candidates.
- **Diversity Training:** We provide diversity and inclusion training to our staff to raise awareness of issues related to diversity and promote understanding and respect.

### **Safer Recruitment**

- **Thorough Screening:** We conduct thorough background checks on all new staff members, including references and DBS checks where appropriate.
- **Recruitment Practices:** Our recruitment practices are fair, transparent, and free from discrimination. We ensure that all candidates are treated equally and that selection decisions are based on merit.

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- **Induction and Ongoing Training:** New staff members receive comprehensive induction training that includes information on safeguarding, diversity, and our organisation's policies and procedures. Ongoing training and development opportunities are provided to support staff in their roles.

**Templars Primary School** is committed to upholding the highest standards of safeguarding, diversity, and safer recruitment. We believe that by creating a safe, inclusive and welcoming environment, we can foster a positive and productive culture for everyone.

**For further information or to report a concern, please contact Helen Benarous at [admin@templars.coventry.sch.uk](mailto:admin@templars.coventry.sch.uk) or 02476 466337.**