



## 1. Organisation positioning statement

Inspiro believes that it is **always** unacceptable for anyone to experience abuse of any kind and recognises its responsibility to safeguard the welfare and wellbeing of all learners or associates, including our employees. This organisation is committed to providing a safe and secure world for everyone by promoting the safety and welfare of individuals and groups and expects all employees, our representatives, learners and employer partners to share this commitment.

We recognise that:

- The welfare of the learner is paramount
- All learners, irrespective of, but not limited to; their age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy and maternity have the right to equal protection from all types of harm or abuse
- Working in partnership with learners and with other agencies is essential in promoting a safe learning environment (both physical and online)
- We work in environments where children and adults could be at risk, especially online or in early years and health and social care sectors, which are particularly vulnerable

The purpose of the policy and its associated documents are to:

- Provide protection for learners
- Provide employees, and those representing Inspiro, with guidance on procedures they should adopt in the event that they have been informed or suspect a learner or associate may be experiencing, or be at risk of, harm (refer to OP166)

The policy applies to all Inspiro employees, and anyone working on behalf of Inspiro.

We will seek to safeguard all learners by:

- Valuing them, listening to them, and respecting them
- Adopting safeguarding guidelines through procedures and a code of conduct for employees and representatives
- Recruiting employees safely
- Ensuring learners are working and learning in a safe environment including physical and online
- Sharing information about concerns with agencies who need it, and involving learners and their parents/carers appropriately
- Ensuring data security is compliant with Inspiro policy and legislative regulations
- Working with employers to promote a safe working environment and support for apprentices

We are also committed to reviewing our policy and practices at least annually.