



SORINTEQ
ACADEMY

Sorinteq Academy Limited: Safeguarding Policy

Policy Statement: Sorinteq Academy Limited is committed to creating and maintaining a safe and secure environment for all individuals associated with our business, including employees, clients, visitors, and any other stakeholders. This Safeguarding Policy outlines our commitment to preventing harm, promoting well-being, and responding appropriately to concerns related to the safety and welfare of individuals within our sphere of influence.

Scope: This policy applies to all employees, officers, contractors, clients, and anyone else associated with Sorinteq Academy Limited.

Key Principles:

1. **Prevention of Harm:** [Your Company Name] is dedicated to proactively identifying and minimizing risks of harm to individuals within our care. This includes implementing measures to prevent physical, emotional, or psychological harm.
2. **Safeguarding Training:** Employees will receive training on safeguarding principles, recognizing signs of abuse or harm, and reporting procedures. This training will be provided regularly to ensure awareness and competence.
3. **Responsibility and Accountability:** All employees and stakeholders share the responsibility for safeguarding. Managers and supervisors have a specific responsibility to create an environment that promotes safety and to address concerns promptly and effectively.
4. **Confidentiality:** All reports and information related to safeguarding concerns will be treated with the utmost confidentiality. Information will only be disclosed to those individuals involved in the investigation or as required by law.
5. **Zero Tolerance:** Sorinteq Academy Limited maintains a zero-tolerance policy for any form of abuse, discrimination, harassment, or neglect. Violation of this policy may result in disciplinary action, up to and including termination, and may be reported to the appropriate authorities.
6. **Reporting and Responding to Concerns:** Individuals are encouraged to report any safeguarding concerns promptly. Sorinteq Academy Limited will respond to reports with a thorough and impartial investigation and take appropriate action based on the findings.
7. **External Partnerships:** We will collaborate with external organizations, authorities, or experts as necessary to address safeguarding concerns effectively. This may include reporting to relevant regulatory bodies.

Implementation: To implement this Safeguarding Policy, Sorinteq Academy Limited will:

- Establish clear reporting procedures for safeguarding concerns.
- Conduct regular risk assessments to identify potential areas of concern.

- Provide ongoing training and awareness programs for employees and stakeholders.

Review and Update: This Safeguarding Policy will be regularly reviewed and updated to ensure its effectiveness and relevance in light of changes in the business environment, legal requirements, or industry best practices.

Effective Date: 1st January 2024

Review Date: 31st December 2024

Version: V3.