

DASL & MSL Safeguarding Policy

Both Direct Assembly Solutions Limited (DASL) & Metalwork Solutions Limited (MSL) regularly offer work experience to people under the age of 16 years old. We are committed to helping to develop our future generations understanding of the world of work but fully understand that we have additional duties and areas of focus when working with young people.

The purpose of this policy statement is to protect children and young people who work at DASL & MSL and to provide parents & employees with the overarching principles that guide our approach to child protection. This policy statement applies to anyone working on behalf of DASL & MSL. This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from nspcc.org.uk/childprotection.

We believe that children and young people should never experience abuse of any kind and that we have a responsibility to promote the welfare of all children and young people, to keep them safe and to operate in a way that protects them.

We recognise that the welfare of the child is paramount and that all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse. We understand that some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs, or other issues and we believe that working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children and young people safe by valuing, listening to and respecting them, appointing a nominated child protection/safeguarding lead, developing child protection and safeguarding policies and procedures which reflect best practice, using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately. We also strive to create and maintain an anti-bullying environment and ensure that we have a process to help us deal effectively with any bullying that does arise. We also ensure that we provide a safe physical environment for children, young people and employees by applying health and safety measures in accordance with the law and regulatory guidance.

It is our policy to prohibit any one-to-one social media connections between our employees and any person under the age of 16 who spends time within DASL & MSL.

We acknowledge and thank the resources of the NSPCC for copy included in this policy.