

Exyte Hargreaves is a leading European mechanical HVAC Project engineering and manufacturing business operating across all high integrity and complex building sectors. Exyte Hargreaves Ltd prides itself on its award-winning Apprenticeship programme, with the Safeguarding and Welfare of their Apprentices being foremost in their priorities.

As a business we are committed providing a safe environment for their young apprentices under section 75 of the Education Act 2015 and Keeping Children Safe in Education 2016 (KCSiE). This commitment can be demonstrated through this policy and the wider Safeguarding Procedure, which outlines the measures undertaken by Exyte Hargreaves, enabling their apprentices to learn and develop within a safe and positive culture.

Safeguarding is a core principles of Exyte Hargreaves Apprenticeship programme, we are committed to:

- A named Dedicated Safeguarding Officer (DSO) trained to Level 3.
- All staff participate in Safeguarding Training and or Awareness at either Level 2 or Level 1.
- All colleagues who supervise and or mentor young people have the relevant DBS clearance.
- Recognise the importance of safer recruitment and staff conduct.
- Exyte Hargreaves actively promote good practice with regards to the Prevent Strategy, underpinning British Values, adhering to Equality Act 2010.
- Promote a 'safe' culture of young people, encouraging open discussions regarding Mental Health and Wellbeing, as a component in establishing the 5 R's: Recognition, Response, Reporting, Recording, and Referral.
- Implement, maintain and review a Safeguarding Register; maintaining confidentiality with regards to data sharing in accordance to the General Data Protection Regulations 2018 (GDPR), whilst enabling clear communication with the Local Authority Safeguarding Team.

The Designated Safeguarding Officer, reporting to the Managing Director, is responsible for the implementation of this policy. All employees within Exyte Hargreaves will take a proactive role in implementing this policy.

Exyte Hargreaves are committed to the implementation of this policy, which is made publicly available to all interested parties through our website ([exyte-hargreaves.net](http://exyte-hargreaves.net)).

Signed:



(Mr. A Sneyd)

Position: Managing Director

Dated: July 2019