

Safeguarding Policy Statement

The following is a statement of the organisation's policy relating to safeguarding of children and young persons whilst in the employment of working with the Company. The company does not employ any person under the age of 16 years.

Safeguarding is the action that is taken to promote the welfare of children (0-18 years) & young persons (18-25 years) and protect them from harm.

In England a child is defined as anyone who has not yet reached their 18th birthday.

JM Automatics Ltd, we believe everyone has a responsibility to promote the welfare of children and young persons, to keep them safe and to practise in a way that protects them.

JM Automatics Ltd is an equal rights employer and as such takes a very serious view of any discriminatory practice.

We will make sure that all children and young persons have the same protection regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

We recognise the additional needs of children and young persons from minority ethnic groups, those that are disabled and the barriers they may face, especially around communication.

We will meet our commitment to keeping children and young persons safe by:

- listening to, and respecting them
- appointing a nominated protection lead
- by making sure all staff follow the safeguarding procedures
- ensuring that they are always supervised
- ensuring they receive appropriate training for the job they are undertaking
- undertaking a Young Person's Risk Assessment
- provided appropriate personal protective equipment
- ensuring there are no occurrences of bullying or abuse and immediately respond to any reported cases
- protecting their personal or sensitive information (as defined in the General Data Protection Regulation)



D Psaila, Managing Director