

ZENOS LTD SAFEGUARDING POLICY & COMMITMENT STATEMENT

Zenos Ltd will:

- Promote the health, safety and welfare of children, young people and vulnerable adults by providing opportunities for them to undertake their training/employment safely.
- Respect and promote the rights, wishes and feelings of children, young people and vulnerable adults.
- Promote and implement appropriate procedures to safeguard the well-being of children, young people and vulnerable adults.
- Protect children, young people and vulnerable adults from abuse, harm and neglect.
- Recruit, train and support staff to adopt good practice to safeguard and protect children, young people and vulnerable adults from abuse, harm and neglect, and to minimise the risk to themselves.
- Require staff to adopt and abide by this policy statement and the procedures set within.
- Respond to any allegations of misconduct or abuse of children, young people and vulnerable adults in line with this policy and the procedures set within, as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- Ensure through safer recruitment and the Zenos Ltd selection processes, that Criminal Records Bureau (CRB) checks and references that refer to candidates' suitability to have substantial access to children, young people and vulnerable adults are taken up for all appropriate posts.