



Safeguarding Policy

Introduction

Mirage and Mole Limited is committed to creating a safe and secure environment for all employees, clients, and stakeholders. This safeguarding policy outlines the steps we take to protect individuals from harm and abuse, and to promote their welfare.

Purpose

The purpose of this policy is to:

- Provide a clear and comprehensive framework for safeguarding individuals from harm and abuse
- Ensure that all employees, clients, and stakeholders understand their responsibilities with respect to safeguarding
- Provide guidance on identifying and reporting concerns about harm and abuse

Scope

This policy applies to all employees, clients, and stakeholders of Mirage and Mole Limited. It covers the following areas:

- Physical abuse
- Sexual abuse
- Emotional abuse
- Neglect
- Bullying
- Harassment
- Discrimination
- Modern slavery
- Human trafficking

Policy Statement

1. Mirage and Mole Limited will not tolerate any form of harm or abuse towards any individual, including employees, clients, or stakeholders.
2. All employees have a responsibility to report any concerns about harm or abuse that they may witness or become aware of.
3. Mirage and Mole Limited will take all reasonable steps to protect individuals from harm or abuse and will take appropriate action against those who perpetrate it.
4. Mirage and Mole Limited will provide training and support to employees to help them understand their responsibilities with respect to safeguarding.
5. Mirage and Mole Limited will work in partnership with relevant authorities and organisations to protect individuals from harm and abuse.



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Procedures

If an employee/freelancer has a concern or an allegation of harm, abuse, neglect, or exploitation, they should report it immediately to the designated safeguarding officer. The designated safeguarding officer will then:

- Take steps to protect the individual(s) who may be at risk
- Gather information and evidence
- Report the concern or allegation to the relevant authorities as appropriate
- Keep the employee informed of the outcome of the investigation

All employees are required to attend safeguarding training and must sign and abide by the company's code of conduct.

Conclusion

At Mirage and Mole Limited, we take our safeguarding responsibilities seriously and are committed to protecting vulnerable adults and children from harm, abuse, neglect, or exploitation. We will continue to review and update this policy and related procedures and guidelines to ensure that we meet our legal and moral obligations to safeguard and promote the welfare of all individuals who come into contact with our company.

Signed by - Lee Moulson (Managing Director):

Lee Moulson

Date: 3 January 2023

Review Date: 1 January 2024