

## **Jessanol Ltd – Safeguarding & Learner Safety Policy**

### **1. Policy Statement**

Jessanol Ltd is committed to providing a safe, respectful, and supportive learning environment for all learners.

While Jessanol primarily delivers learning to adults in professional contexts, we recognise our responsibility to promote learner wellbeing and respond appropriately to any safeguarding concerns.

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### **2. Scope**

This policy applies to:

- all learners engaging with Jessanol courses or services
  - all individuals working with or on behalf of Jessanol
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### **3. Our Approach to Safeguarding**

Jessanol's approach is proportionate to the nature of our work and focuses on:

- creating safe and respectful learning environments
  - promoting dignity, inclusion, and wellbeing
  - recognising and responding to concerns appropriately
  - ensuring clear routes for raising concerns
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### **4. What We Mean by Safeguarding**

Safeguarding refers to protecting individuals from:

- harm, abuse, or exploitation
- unsafe or inappropriate behaviour
- environments that negatively impact wellbeing

This includes physical, emotional, psychological, and online safety.

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## 5. Learning Environment Expectations

Jessanol will:

- provide a respectful and inclusive learning experience
- set clear expectations around behaviour and conduct
- act on any reports of inappropriate behaviour

Learners and participants are expected to:

- treat others with respect
  - behave professionally within learning environments
  - report any concerns or inappropriate behaviour
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## 6. Recognising Concerns

Safeguarding concerns may include:

- inappropriate behaviour, harassment, or bullying
- distress or disclosures made during learning
- concerns raised by learners or third parties

Jessanol does not act as a safeguarding authority but will take concerns seriously and respond appropriately.

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## 7. Reporting a Concern

If a safeguarding concern arises:

- concerns should be reported as soon as possible via:
  - direct contact with Jessanol, or
  - email: **support@jessanol.com**

Jessanol will:

- acknowledge the concern
- assess the situation
- take appropriate action, which may include:
  - addressing behaviour within the learning environment

- signposting to appropriate external support
- escalating to relevant authorities where necessary

If there is immediate risk of harm, individuals should contact emergency services.

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## **8. Confidentiality**

All safeguarding concerns will be handled sensitively and shared only where necessary to protect individuals or meet legal obligations.

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## **9. Responsibilities**

Overall responsibility for safeguarding sits with the **Jessanol Director**.

All individuals working with Jessanol are expected to:

- uphold a safe and respectful environment
- report concerns promptly
- act with professionalism and care

Where Jessanol work involves delivery within client environments that require additional safeguarding measures (for example, working with vulnerable individuals or in regulated settings), appropriate checks such as DBS certification will be held and maintained as required.

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## **10. Continuous Improvement**

Jessanol will:

- review feedback relating to learner safety and experience
  - adapt practices where needed
  - ensure safeguarding considerations are reflected in learning design and delivery
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## **11. Review of Policy**

This policy will be reviewed annually or as required.

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**Owner:** Jessanol Ltd

**Role Responsible:** Director

**Version:** 1.0

**Date:** 20/3/26

**Next Review:** 20/3/27