

Keeping Apprentices Safe

At Masterclass we take our responsibility to ensure the safety of our apprentices very seriously. We are committed to working together to create a fantastic learning experience, and to ensure the highest levels of apprentice safety and wellbeing.

Masterclass has a clear commitment to safeguarding, which is overseen by a dedicated safeguarding officer who promotes and implements the Safeguarding Policy, ensuring it is reviewed regularly and acted upon. Additionally, all members of Masterclass staff working with apprentices are trained in safeguarding and are able to access additional information, advice and support when appropriate.

Employers have a duty to comply with all current and future UK legislation and statutory responsibilities. There is a particular expectation that an employer should take responsibility for an apprentice's welfare in the workplace and to also seek appropriate advice when they feel an apprentice may be at risk in their personal lives.

SAFEGUARDING is the overarching term used to describe the protection of the health, wellbeing and human rights of individuals. Under legislation, all parties involved in an apprenticeship have to take reasonable action to minimise risks to apprentices. This includes aspects of the apprentices' experience, both in and outside of the workplace, as well as during any attendance at Masterclass. Many areas are considered to fall under the definition of safeguarding, including:

- Abuse (Emotional and Physical)
- Bullying (including online)
- Discrimination
- Forced Marriage
- Mental Health
- Neglect and Self-Harm
- Radicalisation and Extremism

The role of Masterclass is to:

- Ensure that employers are aware of their safeguarding obligations, through guidance and training
- Ensure apprentices have an awareness of safeguarding and understand how to access Masterclass support services
- Provide safeguarding training for all Masterclass employees working with apprentices
- Ensure Masterclass staff working with young and vulnerable people are subject to an enhanced Disclosure and Barring service check
- Maintain open channels of communication with each employer. Apprentices may act very differently depending on their environment and may feel more comfortable discussing sensitive issues with different people

