



# The Bloomers Trust Safeguarding Policy

**Designated Safeguarding Officer (DSO):** Anna Barker

## 1. Purpose

The purpose of this policy is to safeguard and promote the welfare of children, young people, and adults at risk of harm or neglect, while providing clear guidelines for all staff, volunteers, and contractors at The Bloomers Trust. This policy outlines how The Bloomers Trust operates to protect children, young people, and adults at risk, both on and off-site.

The Bloomers Trust has a duty of care to protect and ensure the safety of all individuals who engage with us, including children, young people, adults at risk, visitors, staff, and volunteers. Additionally, we have a duty to provide a supportive environment for our staff and volunteers.

The Bloomers Trust adopts a zero-tolerance approach to abuse and is committed to the care and protection of vulnerable individuals in line with the Care Act 2014, the Children Act 1989 and 2004, and the Domestic Abuse Act 2021. Our commitment includes:

- **Wellbeing and Harm Prevention:** Ensuring an environment that promotes wellbeing and takes action to prevent harm.
- **Collaborative Procedures:** Working in partnership with other agencies to develop and implement procedures that protect adults and children from abuse and neglect.
- **Human Rights:** Recognising and respecting the rights of all individuals, especially those who may be more vulnerable due to age, disability, or illness.

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- **Adult Safeguarding Principles:** Following the six key adult safeguarding principles, promoting capacity, consent, and decision-making based on the Making Safeguarding Personal approach.

Designated Safeguarding Officer (DSO):

Anna Barker is The Bloomers Trust's Designated Safeguarding Officer. She is responsible for leading on safeguarding matters, ensuring compliance with this policy, and liaising with external agencies as necessary. Victoria Glennie (Trustee) is the allocated Trustee for the Board of Safeguarding.

## 2. Definitions

- **Children and Young People:** Defined as anyone under the age of 18.
- **Adult at Risk:** An adult aged 18 or older who, as per paragraph 42.1 of the Care Act 2014:
  - Has care and support needs.
  - Is experiencing, or is at risk of, abuse or neglect.
  - Due to their care and support needs, is unable to protect themselves from abuse or neglect.

## 3. Types of Abuse

Understanding the different forms of abuse is essential in recognising and responding to safeguarding concerns. The following types of abuse may be experienced by children, young people, and adults at risk:

Abuse Experienced by Children and Young People

- **Physical Abuse:** Deliberate harm inflicted on a child, such as hitting, shaking, or burning.

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- Emotional Abuse: Persistent maltreatment that severely impacts a child's emotional development, such as making them feel worthless or unloved.
- Sexual Abuse: Forcing or enticing a child to take part in sexual activities, whether they are aware of what is happening.
- Neglect: The persistent failure to meet a child's basic physical or emotional needs, likely resulting in serious impairment of the child's health or development.
- Exploitation: Taking advantage of a child for labour, sexual, financial, or other personal gain.
- Domestic Abuse: Any incident or pattern of controlling, coercive, threatening, degrading, and violent behavior between those aged 16 or older who are or have been intimate partners or family members.

#### Abuse Experienced by Adults at Risk

- Physical Abuse: Assault, hitting, slapping, pushing, misuse of medication, or inappropriate restraint.
- Sexual Abuse: Sexual assault, sexual harassment, or non-consensual sexual acts.
- Emotional or Psychological Abuse: Threats, harassment, intimidation, controlling behavior, or verbal abuse that results in emotional distress.
- Financial or Material Abuse: Theft, fraud, exploitation, or coercion in relation to an adult's financial affairs.
- Neglect and Acts of Omission: Failure to meet an adult's basic needs, including withholding necessities like food, water, or medical care.

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- Self-neglect: Neglecting to care for oneself in a way that affects personal health, safety, or well-being.
- Domestic Abuse: Violence, abuse, or coercive control exerted by family members or intimate partners.
- Discriminatory Abuse: Harassment or unequal treatment based on protected characteristics, such as race, gender, disability, or religion.
- Modern Slavery: Encompasses slavery, human trafficking, and forced labor, often involving coercion or deception.

#### **4. Persons Affected**

This policy applies to:

- All Bloomers Trust staff, including paid staff, Trustees, and volunteers.
- All visitors and contractors.
- All service users.

#### **5. How to Report**

All safeguarding concerns must be reported to Anna Barker, the Designated Safeguarding Officer. Reporting can be done:

- In person with Anna Barker or Victoria Glennie
- By phone: 01233 221 449
- By email: [hello@thebloomerstrust.co.uk](mailto:hello@thebloomerstrust.co.uk)

#### **6. Response Process**

Upon receiving a report, the DSO will:

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- Assess the situation and determine the appropriate course of action.
- Inform and coordinate with relevant authorities if required, this can include emergency service (999), Local Authority Safeguard team or Social Services.
- Ensure that the matter is handled with confidentiality and respect for all parties involved.

## **7. Confidentiality**

Confidentiality is of utmost importance, and all information will be shared only with those who need to know to protect the safety of individuals involved.

## **8. Training and Awareness**

The Bloomers Trust is committed to providing regular training on safeguarding to all staff and volunteers. This training will cover:

- Recognising signs of abuse and neglect.
- Reporting procedures.
- Effective implementation of safeguarding practices.
- Updates to safeguarding laws and guidelines.

## **9. Policy Commitments and Responsibilities**

The Bloomers Trust commits to the following principles:

- Protection is Paramount: The welfare of children, young people, and adults at risk is our primary concern.
- Right to Protection: All individuals have a right to protection from abuse, neglect, and exploitation.

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- **Collective Responsibility:** Safeguarding is everyone's responsibility, and all professionals and organizations involved must fulfil their roles.
- **Swift Reporting and Action:** All suspicions and allegations of abuse must be promptly reported and appropriately managed.
- **Information Sharing:** Clear processes for sharing information with relevant authorities to ensure a coordinated response to safeguarding concerns.
- **Appropriate Conduct:** Staff, contractors, and volunteers are required to adhere to standards of behavior and will be subject to disciplinary procedures for any safeguarding failures.
- **Whistleblowing:** A whistleblowing culture is supported to encourage staff to raise concerns about safeguarding.
- **Training and Induction:** All staff and Trustees will undergo mandatory safeguarding training during induction, with regular refreshers.
- **Continuous Improvement:** Staff will regularly review their practices to ensure ongoing improvement in working with children, adults at risk, and their families.
- **Accountability:** Clear lines of accountability exist for safeguarding practices, including a Trustee lead for safeguarding and a designated safeguarding lead.
- **Safe Recruitment:** Ensuring safe recruitment practices are in place, including the use of DBS checks as appropriate.
- **Handling Allegations:** Clear policies and procedures for handling allegations against individuals who work with children, differentiating between allegations, quality of care concerns, and complaints.

## 10. Staff Safeguarding Responsibilities

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The Bloomers Trust will ensure that all staff understand:

- Their legal responsibilities to keep children and adults at risk safe.
- The importance of being vigilant to signs of abuse and harm.
- The necessity of timely information-sharing with colleagues and local authorities.
- Issues of capacity, consent, and decision-making in the context of safeguarding adults.

**Reviewed by: Anna Barker, Operations Manager**

**Date of Policy:** August 8, 2024

**Review Date:** August 8, 2025

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