



Blossom Education Limited

Registered Company Number: 12669600

Safeguarding Policy and Procedures—children and vulnerable adults

1. Definition

Safeguarding is broader than ‘child protection’ or ‘adult protection’—it also includes prevention. Safeguarding has been defined as:

- all agencies working with children, young people and their families or vulnerable adults taking all reasonable measures to ensure that the risks of harm to children’s welfare are minimised; and
- where there are concerns about children or vulnerable adults’ welfare, all agencies taking appropriate actions to address those concerns.

Blossom Education Limited (Blossom) is aware that it has a duty to protect children and vulnerable adults from abuse. Abuse can be defined as any behaviour which knowingly or unwittingly causes harm, endangers life or violates rights. Abuse may be physical, sexual, psychological, financial or material, or neglect.

It is possible that Blossom will become aware of actual or potential abuse when carrying out its work, and this Policy sets out Blossom’s commitments to protecting these groups from harm.

2. Key aims

Adults and children have rights and that should be respected and safeguarded. Blossom is therefore committed to:

- supporting and working in partnership with agencies tasked with protecting children and vulnerable adults from abuse or harm;
- having an appropriate staff and volunteer recruitment policy and procedure;
- ensuring that all staff and volunteers have been Disclosure and Barring Service (DBS) checked and that no one has contact with our clients or their families before a satisfactory DBS report has been received;
- making responsibilities regarding these issues clear to staff and volunteers delivering services where there may be issues affecting these groups;
- ensuring that all groups, irrespective of age, gender, disability, race, sexual orientation, nationality or economic status, have the right to be protected from abuse;
- responding quickly and effectively to issues when they arise; and
- sharing information appropriately and on a need-to-know basis.



3. Key principles

The following key principles apply to this Policy:

- The welfare of children and vulnerable adults is the key concern—and the need to protect them from abuse will override any other principles;
- It is the responsibility of everyone within the organisation to report any concerns that they have promptly to the designated Safeguarding Coordinator/Lead;
- The ethical framework for Good Practice in Counselling and Psychotherapy will apply (British Association for Counselling and Psychotherapy BACP);
- Wherever possible, client consent will be sought prior to disclosing any information. Whether this is possible will be considered on a case-by-case basis—and consent may not be required where there are exceptional circumstances due to the urgency or seriousness of the situation; and
- Blossom will comply with the protocols and referrals procedures for relevant agencies (detailed below).

4. Who this policy affects

This Policy affects all staff, volunteers and clients.

5. Implementation

To implement this Policy, Blossom will:

- Brief staff and volunteers on this Policy and related procedures;
- Develop guidelines and procedures which will be available to staff and volunteers;
- Provide training to staff and volunteers on this Policy and related procedures as required;
- Apply all aforementioned protocols when sharing or receiving information regarding a person's safety;
- Promote the Policy to clients and other stakeholders; and
- Identify a lead staff member with responsibility for implementing this policy and overseeing the management of individual cases. As at 24th November 2020, the Safeguarding Coordinator/Lead is Siobhan Siddy.



6. Monitoring and Review

This Policy will be reviewed annually to ensure that it complies with legislative and regulatory requirements and best practice.

Performance against the Policy will be monitored through:

- discussions of safeguarding issues as part of the induction, regular one to one and group supervision processes; and
- keeping statistical information regarding any issues that are reported—and reporting these to the Board annually.

7. Related guidance, policy and procedures

- Privacy Policy
- Ethical Framework for Good Practice in Counselling and Psychotherapy (BACP 2010)

Contact details

Clare Castell

hello@blossomantenatal.com

NSPCC Helpline

0808 800 5000

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on:

Signed:

Date: Monday 23 November 2020

NSPCC

<https://www.nspcc.org.uk/preventing-abuse/safeguarding/>

Local Safeguarding Children Board

<https://www.gov.uk/government/publications/safeguarding-children-and-young-people/safeguarding-children-and-young-people>



Dealing with disclosures and concerns about a child, young person or vulnerable adult

Blossom Education Limited (Blossom) will keep information shared by parents and carers confidential within the organisation and will only share it on a need-to-know basis in the course of their duties. Information will not be shared with others without the permission of the parent or carer, unless not doing so would endanger a child's welfare. If it is felt appropriate to refer the matter to the local Social Services Children and Families Team, this will be done, if possible, with the knowledge of the parent/carers and, if possible, with their permission.

Very rarely, where the concern is very serious and further discussion with a parent or carer might put a child at further risk, the parent or carer may not be told of a referral to Social Services until after a Strategy Discussion between Blossom, Social Services and the Police.

When carrying out work for Blossom, staff may be made aware of information that causes concern that someone may be at risk of harm—all staff working for Blossom have a responsibility to act upon any information that they have regarding any risk of harm to individuals—be they clients or people in contact with, or connected to, clients—providing that they are clear that there is a risk posed.

Risk of harm may come from all types of abuse. The abuse may be:

- **Sexual abuse** e.g. any sexual activity that the person does not want, understand or agree to
- **Physical abuse** e.g. shaking, slapping, pushing or kicking someone, being denied food or water
- **Psychological abuse** e.g. emotional abuse, threats of harm or abandonment or humiliation, intimidation or verbal abuse, mate and hate crime
- **Domestic abuse** e.g. emotional and physical violence, bullying, threats, mental and verbal abuse, financial and social control over one person by another within the home or family, Female Genital Mutilation (FGM), "honour" based violence
- **Discriminatory abuse** e.g. abusive remarks or actions regarding a person's age, race, religion, sex or abilities
- **Financial abuse** e.g. stealing someone's money or other valuables, or denying them access to their money or possessions,
- **Neglect, self-neglect and acts of omission** e.g. ignoring someone's medical or care needs, or withholding food, drink or aids to daily living
- **Modern slavery**

Where it is clear that there is a risk and that the person perceived to be at risk is a child or a vulnerable adult then there is a duty to share that information with the relevant agency so that appropriate action can be taken.



Where the client/person affected and at risk is a non-vulnerable adult then the adult will make the decision as to whether further action should be taken.

Client consent should always be sought where possible—the exception will be where it is not possible because of the potential urgency of the situation or where sharing with the client may escalate the risk.

The need to protect children and vulnerable people from harm overrides other principles such as data protection and confidentiality. Therefore, should you have any concerns about current or future risks to clients or others related to them, it is crucial that you raise the issues immediately.

All safeguarding referrals will be fully documented and will be held securely.

Always:

- seek appropriate advice and support.

Never:

- do nothing; or
- assume that someone else or another agency or professional will act or is acting.

Procedures

Potential abuse of children

The term child refers to children and young people aged 18 and under.

What is child abuse?

Child abuse will often fall into the following categories:

- Physical abuse: causing physical harm to the child
- Sexual abuse: sexual touching, all penetrative sex, encouraging a child to engage in sexual activity, intentionally engaging in sexual activity in front of a child or not taking proper measures to prevent a child being exposed to sexual activity by others, 'grooming' children for sexual activity, taking, making, permitting to take, distributing, showing or advertising indecent images of children, paying for the sexual services of a child or encouraging them into prostitution or pornography, showing a child images of sexual activity
- Emotional abuse: severe and persistent ill-treatment of a child which undermines their confidence and self-worth
- Neglect: children are neglected if their essential needs (food, water, shelter, warmth, protection and health care)—the things they need to develop and grow—are persistently not met



Potential abuse of vulnerable adults

Who is a vulnerable adult?

When people think about adult abuse, many people think of frail older people. Older people may sometimes be vulnerable, but a vulnerable adult can be anyone over the age of 18 who has a physical or sensory disability, or a learning difficulty or a mental health problem, and who may be unable to protect themselves from abuse or harm.

The Safeguarding Vulnerable Groups Act 2006 defines a vulnerable adult as a person aged 18 years or over and who:

- is living in residential accommodation, such as a care home or a residential special school;
- is living in sheltered housing;
- is receiving domiciliary care in their own home;
- is receiving any form of healthcare;
- is detained in lawful custody (in a prison, remand centre, young offender institution, secure training centre or attendance centre, or under the powers of the Immigration and Asylum Act 1999);
- is under the supervision of the probation services;
- is receiving a welfare service defined as the provision of support, assistance or advice by any person, the purpose of which is to develop an individual's capacity to live independently in accommodation or support their capacity to do so;
- is receiving a service or participating in an activity for people who have particular needs because of their age or who have any form of disability;
- is an expectant or nursing mother living in residential care; or
- is receiving direct payments from a local authority or health and social care trust in lieu of social care services.

Who may be an abuser?

- Either a woman or a man
- A partner, child or relative, or other household member
- A friend or neighbour
- A volunteer worker
- A health or social worker
- A member of staff in a care home, a nursing home, a sheltered housing scheme or day centres
- Another vulnerable adult
- Anyone else who comes into the home



Remember when discussing possible abuse with a client or other person:

- Always listen carefully
- Make a note of what has happened or what you are worried about
- Do not confront the person you think is responsible for the abuse
- Do not destroy any evidence
- Do not start to investigate the situation

Making a referral

Individuals can contact any of the agencies listed below. They will take concerns seriously and will work with to make sure everyone is safe. Individuals can contact any of the agencies listed below and they will be able to offer help and support.

If worried about a child, to discuss concerns or make a referral:

NSPCC Helpline

Tel: 0808 800 5000

Email: help@nspcc.org.uk.

If you are concerned that an adult is in imminent danger from abuse or neglect, or that a criminal act has taken place you should contact the police by dialing 999.