



Safeguarding policy

1. Introduction and Commitment to Safeguarding

1. Bloomers Wellbeing / Lles Blodau CIC (“the Organisation”) is committed to safeguarding the welfare, rights, and well-being of every child, young person, and adult who comes into contact with our services. Safeguarding applies to everyone connected to the Organisation – beneficiaries, staff, volunteers, contractors, visitors, and directors.
2. The Organisation recognises its responsibility to promote safe practice, prevent harm, and respond promptly and appropriately to safeguarding concerns.
3. This Policy aligns with Welsh legislation and guidance, including:
 - Social Services and Well-being (Wales) Act 2014
 - Wales Safeguarding Procedures (WSP) – including Glossary definitions
 - (www.safeguarding.wales)
 - Working Together to Safeguard People statutory guidance (Wales)
 - Education Act 2002 s.175
 - Children Act 2004
 - Counter-Terrorism and Security Act 2015 (“Prevent Duty”)
4. In cases of conflict, Welsh law and statutory guidance take precedence.
5. The Organisation recognises its safeguarding duties as a community interest company operating in Wales and ensures all staff and volunteers are familiar with, and follow, the Wales Safeguarding Procedures (WSP).
6. For questions regarding this policy, contact:
7. Designated Safeguarding Lead (DSL): Nick Claffey
8. Email: nickclaffey@bloomerswellbeing.co.uk Phone: 07867010720

2. Policy Scope

1. This Policy applies to all individuals working or volunteering for the Organisation, including employees, contractors, volunteers, sessional workers, students, and directors (“Staff members”).
2. The Policy covers all settings where Bloomers delivers support, including schools, community venues, offices, online sessions, and outreach environments.
3. The Organisation may update this Policy in response to changes in legislation, WSP revisions, or organisational learning.
4. The Policy applies to all activities involving children and young people, including Regulated Activity, defined as:
 - 5.a. Advice or guidance provided wholly or mainly to children about their educational, emotional, or physical wellbeing
 - 5.b. Taking place on more than 3 days in a 30-day period, or once overnight between 2am–6am with face-to-face contact
 - 5.c. For beneficiaries under 18 (unless aged 16–17 in paid/unpaid employment and the activity relates to that employment)
8. (DBS guidance: Regulated Activity with Children)



- DBS implications:
 - “Due to the nature of the role (emotional wellbeing guidance for children), all Bloomers Youth Wellbeing Workers require an Enhanced DBS with Children’s Barred List check regardless of frequency.

3. Safeguarding Definitions

- 1.Safeguarding means protecting children and adults from abuse, neglect, or harm and promoting their overall wellbeing.
- 2.Child: Anyone under 18.
- 3.Adult at risk: Anyone aged 18+ who is experiencing or at risk of abuse/neglect and unable to protect themselves due to health, care needs, disability, or circumstance (as defined by the Social Services and Well-being (Wales) Act 2014).
- 4.A Safeguarding Concern includes any behaviour, risk, or information suggesting potential harm, abuse, neglect, exploitation, or a breach of professional conduct.

4. Safeguarding Responsibilities

- 1.The Organisation follows the guidance of the North Wales Safeguarding Board and promotes child and adult safety in all work.
- 2.Staff responsibilities include:
 - Recognising signs of abuse, neglect, exploitation, or radicalisation
 - Maintaining professional boundaries
 - Acting in the best interests of beneficiaries
 - Reporting concerns promptly to the DSL
- 3.All staff and volunteers receive safeguarding training suitable to their role, including:
 - Group A training (awareness): all roles, including admin and directors not involved in delivery
 - Group B/C: roles involving direct work with children
 - Training aligned to the National Safeguarding Training Standards (Wales)
 - Understanding and using the WSP
- 4.The Organisation promotes a culture of openness, learning, and accountability in safeguarding practices.

5. Designated Safeguarding Roles

- 1.Designated Safeguarding Lead (DSL): Nick Claffey
- 2.Deputy DSL: To be appointed (Policy to be updated once confirmed)
- 3.Lead Safeguarding Director: To be appointed (Policy to be updated once confirmed)
4. This individual oversees governance-level safeguarding compliance and ensures board ratification.
- 5.Senior/experienced staff may make safeguarding reports with approval of DSL, but the DSL’s name must always accompany the referral as the organisational point of contact.

6. Recruitment, Conduct & DBS

- 1.Safer recruitment includes:
 - 2.Application screening
 - 3.Identity verification
 - 4.2 references
 - 5.Right-to-work checks



6. Role-appropriate DBS checks

7. Standards of expected conduct are written, shared, and embedded within induction, supervision, and disciplinary procedures.

8. All staff working in Regulated Activity receive an Enhanced DBS with barring list check.

9. The Organisation fulfils its legal duty to refer to the DBS when:

10. A person has harmed a child or adult, or there is a risk they may do so, or they are removed or redeployed due to safeguarding concerns

7. Safeguarding Reporting Process

Internal Incident Logging

1. Staff log ALL concerns internally, even if they do not appear to meet the threshold for external reporting. Logs are kept confidentially and securely. This will be completed on the form as issued by North Wales Safeguarding Board.

Reporting Safeguarding Concerns

1. Report immediately to:

- DSL
- If absent: Deputy DSL
- If neither are available and risk is immediate: contact emergency services or Social Services directly.

2. In an emergency or risk of serious harm: call 999.

3. The DSL will:

- Assess the concern
- Consult WSP and thresholds guidance
- Decide on internal action or external referral
- Make timely referrals to Social Services, Police, Health, or Prevent as required

4. The DSL ensures follow-up within 10 working days, in line with WSP.

Information Sharing

1. Information is shared:

- On a strict need-to-know basis
- In line with GDPR
- With safeguarding partners when necessary for protection
- With parents/carers unless this increases risk

8. Investigation, Response & Record-Keeping

1. All safeguarding reports are taken seriously and addressed promptly.

2. Staff receiving disclosures must:

- Listen without judgement
- Avoid leading questions
- Reassure the person
- Not promise full confidentiality
- Record accurately

3. All records:

- Are factual, dated, timed, and signed
- Stored securely
- May be used in court or DBS referrals

4. Patterns of concern will be monitored through regular DSL reviews.

5. Disciplinary action against staff follows organisational procedure and safeguarding law.

6. External bodies (insurers, funders, commissioners) may be notified when required.



9. Adult Safeguarding

1. The Organisation recognises that any adult connected to Bloomers may become an adult at risk.
2. Staff will follow the adult safeguarding pathway in the WSP when concerns relate to adults, including:
 - Abuse
 - Neglect
 - Coercion or control
 - Domestic abuse
 - Financial exploitation
 - Self-neglect
 - Modern slavery

10. Policy Review, Updates & Governance

1. This Policy will be reviewed at least every 2 years, or sooner if:
 - WSP guidance changes
 - Legislation changes (e.g., removal of “supervision” exemption from Regulated Activity – expected changes to Crime and Policing Bill)
 - An All-Wales unified reporting form is introduced
 - Serious incident learning occurs
2. A record of version history will be maintained.

11. Ratification

Approved by the Board of Directors:

Name: Nicholas Claffey, Marcio Henriques & Lex Mistiaras

Role: Directors

Date: 16th October, 2025

Next Review Due: October 2027 (Will be updated when a Deputy DSL is appointed).