

THE BLOSSOM DEVELOPMENT TRUST



Helping children and young people
with special and additional needs on the journey towards independence,
self-worth and a fulfilling, happy life.

Volunteer Policy (Respect & Non-Bullying) and Procedures

Purpose:

To ensure volunteers are treated with dignity, respect, and fairness.

Policy:

- Volunteers are valued as essential to Blossom.
- Zero-tolerance for bullying, harassment, or discrimination.
- Volunteers receive guidance and training if needed.
- Concerns raised by volunteers addressed promptly and confidentially.

Procedure:

- Volunteers briefed on policy at induction.
- Any concerns raised reported to Chair or trustee.
- Trustees investigate concerns and take corrective action.
- Records of concerns and outcomes retained securely.
- Policy reviewed every two years.

Reviewed: 10/10/2025