

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.

Bullying and Harassment Policy and Procedures

Purpose:

To ensure everyone — trustees, volunteers, and families — feels safe, respected, and valued.

Policy:

- Bullying or harassment of any kind is not tolerated.
- Applies to verbal, written, online, or in-person behaviour.
- Examples include name-calling, shouting, threats, exclusion, offensive messages.

Procedure:

- If possible, ask the person to stop.
- If behaviour continues or is difficult to address, report to Chair or trustee.
- Trustees investigate fairly; support provided to complainant.
- Records of incidents maintained confidentially.
- Policy reviewed every two years.

Reviewed: 10/10/2025