

May Blossom Farm CIC

Alternative Provision

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Anti-Bullying Policy

Approved by:	May Blossom CIC Board
Last reviewed on:	23/09/2025
Next review due by:	31/08/2026
Head of Alternative Provision	Gill Press
Deputy Head of Alternative Provision	Hannah Priest
Designated Safeguarding Lead (DSL)	Gill Press
Deputy DSL (DDSL)	Hannah Priest
Designated Safeguarding Trustee	Russel Breyer

This policy was ratified in September 2025 and will be reviewed in August 2026

Policy Statement

At May Blossom Farm CIC (MBF CIC), we are committed to ensuring that every child feels safe, valued, and respected. Bullying of any kind is unacceptable and will not be tolerated. We recognise that bullying is a safeguarding concern and can have serious consequences for a child's mental health, wellbeing, and educational outcomes.

Bullying is treated as a form of *child-on-child abuse* and is addressed in line with our Safeguarding & Child Protection Policy.

Policy Aims and Purpose

The aims of this policy are to:

- Ensure every child feels safe, secure, and protected from bullying.
- Define bullying and its various forms, including physical, verbal, social, discriminatory and online abuse.
- Set out clear prevention strategies, reporting procedures, and response measures.
- Provide appropriate support for children who are victims of bullying and for those who may perpetrate bullying.
- Promote a whole-setting protective ethos rooted in respect, inclusivity, and restorative practice.

This policy applies to all staff, volunteers, learners, governors, and visitors.

Definition of Bullying

Bullying is defined as:

Repeated, intentional behaviour that hurts, threatens, or undermines another person, where there is an imbalance of power.

Forms of bullying include:

- Physical – hitting, kicking, pushing, or damaging property.
- Verbal – name-calling, taunting, threats, or discriminatory remarks.
- Social/Relational – exclusion, spreading rumours, coercive control.
- Cyberbullying – online harassment, threatening messages, misuse of digital platforms.
- Prejudice-based bullying – including sexism, misogyny, racism, homophobia, biphobia, transphobia, and bullying related to disability, SEND or other protected characteristics (Equality Act 2010).

Prevention of Bullying

We will:

- Create and maintain an environment where children feel safe and able to talk.
- Teach children through our SEMH and pastoral curriculum about respect, online safety, relationships, and resilience.
- Use restorative approaches to resolve conflict and build empathy.
- Ensure staff model respectful relationships.
- Address low-level incidents promptly to prevent escalation.

Version 1 Sept 2025 May Blossom Farm CIC Alternative Provision: Review Date August 2026

- Challenge discriminatory or prejudiced behaviour consistently.

Responsibilities

Staff and Volunteers

- Remain vigilant to signs of bullying.
- Take all concerns seriously and report them immediately to the DSL/DDSL.
- Record incidents on CPOMS (or agreed safeguarding platform) within 24 hours.
- Support both the child experiencing bullying and the child displaying bullying behaviours.

Students

- Report bullying (including if they witness it happening to others).
- Support peers by promoting kindness and inclusion.
- Reflect on their own behaviour and its impact on others.

Parents/Carers

- Work in partnership with MBF CIC to promote respectful behaviour.
- Report concerns promptly to staff.
- Support agreed actions and interventions.

Leadership and Trustees

- Ensure this policy is implemented consistently.
- Monitor and review incidents of bullying and safeguarding logs.
- Provide staff training to recognise and respond to bullying.

Procedures for Reporting and Responding

- Immediate action: Staff intervene when safe and report to DSL/DDSL.
- Recording: All incidents are logged with key facts, actions, and outcomes.
- Investigation: DSL/DDSL investigates, liaises with referring school and, if appropriate, external agencies.
- Response: Actions may include restorative work, support plans, parental meetings, or referrals.
- Follow-up: Regular check-ins with victims, perpetrators, and peer groups to ensure resolution.

Supporting Children

- Victims – access to trusted adults, pastoral support, counselling, peer mentoring, safety planning.
- Perpetrators – behavioural interventions, restorative practice, counselling, clear boundaries, and monitoring.
- Whole community – awareness-raising, curriculum work, promoting positive behaviour and inclusion.

Monitoring and Review

- The DSL will maintain records of all bullying incidents.

- The Head and Board of Directors will review patterns, responses, and effectiveness.
- Policy effectiveness will be reviewed annually with input from staff, students, and parents/carers.

Related Policies

This Anti-Bullying Policy should be read alongside:

- Safeguarding & Child Protection Policy
- Behaviour (Relationships) Policy
- Online Safety Policy
- Student Mental Health and Wellbeing Policy
- Equality, Diversity and Inclusion Policy

Publication

This policy is:

- Published on the MBF CIC website.
- Available on request in hard copy or accessible format.
- Shared with all staff, volunteers, and visitors as part of safeguarding induction.