



Edfords Care Farm



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Anti-bullying Policy

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Edfords Care Farm Community Interest Company

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Anti-bullying Policy

Edfords Care Farm will not tolerate bullying in any circumstances and operate a zero tolerance policy. All Staff & Students of Edfords Care Farm have a right to work in a secure and caring environment. Edfords Care Farm actively promotes positive interpersonal relationships between all involved in the farm and is committed to providing a therapeutic learning environment that is secure and supportive so all individuals can develop academically and socially free from fear of ridicule, harassment and physical threat.

If bullying occurs, all young people/staff/visitors should report it and know that incidents will be dealt with promptly and effectively. Anyone who has been subjected to bullying will be supported and staff will ensure that the victim, other members and the perpetrator are kept safe.

Whilst this policy only applies to incidents of bullying which occur on Edfords Care Farm premises or any offsite visit arranged by and managed by Edfords Care Farm staff, Edfords Care Farm has an enduring interest in the welfare and conduct of its members and will respond positively to any information it receives about bullying of our students outside of Edfords Care Farm thus:

If it emerges that a student is responsible for bullying others outside of their time at Edfords Care Farm then this matter will be addressed with the young person's appropriate adult/parent/carer/social worker/school/commissioning party.

If a member is found to be the victim of bullying outside Edfords Care Farm then help and support will be offered and advice given on how to avoid further incidents in future. The victim's appropriate adult/parents/carers/social worker/school will be informed.

What is bullying?

There are five recognised features of bullying:

- It is deliberate, hurtful behaviour.
- It is repeated over a period of time.
- It is difficult for those being bullied to defend themselves.
- It is difficult for those who bully to learn new social behaviours;
- Those who bully have and exercise power inappropriately over others.

All forms of bullying can be damaging to the development of both the person being bullied and the person bullying. Bullying can take many forms, but the main types are:

Physical: Pushing, hitting, kicking, punching, and taking belongings or an act of violence with intent to harm.

Verbal: Name calling, insulting, threats/intimidation or making offensive remarks.

Indirect: Spreading nasty stories about someone, exclusion from social groups or being made the subject of malicious rumours.

Cyber: Tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted using text messaging, e-mail, instant messaging or any other type of digital technology e.g. social networking sites. Misuse of associated digital technology such as camera and video.

Bullying is not an occasional falling out between friends.

The staff at Edfords Care Farm will:

Teach those here on alternative provision placement self-esteem, self-respect and respect for others.

Demonstrate by example the high standards of personal and social behaviour we expect.

Discuss bullying with all groups, so that every young person here learns about the damage it causes to both the person who is bullied and to the bully and the importance of telling a staff member about bullying when it happens.

Be alert to signs of distress and other possible indications of bullying.

Listen to members who have been bullied, take what they say seriously and act to support and protect them.

Report suspected cases of bullying to the Safeguarding lead.

Follow up any complaint by a parent/carer/commissioning party about bullying, and report back promptly and fully on the action which has been taken.

Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

We expect the young people here to:

Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.

Intervene to protect the student who is being bullied unless it is unsafe to do so.

Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Edfords Care Farm will offer a proactive, sympathetic and supportive response to anyone who has become the victim of bullying. The exact nature of the response will be determined by individual needs and may include:

- Immediate action to stop the incident and secure the person's safety
- Positive reinforcement that reporting the incident was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Informing appropriate adult, parents/carers/social worker or any other relevant professionals at the earliest opportunity
- Strategies to prevent further incidents
- Sympathy and empathy
- Counselling
- Extra supervision/monitoring
- Peer mediation/peer mentoring
- Adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- Arrangements to review progress.

For the person who has carried out the bullying:

- Talking about what happened, to discover why they became involved
- Informing their appropriate adult, parents/carers/social worker or any other relevant professionals
- Continuing to work with them in order to modify attitudes, this can include changes to subject groupings or travel arrangements
- Invoking disciplinary actions as appropriate to prevent further bullying.

Bullying incidents will be systematically recorded and used to identify patterns of behaviour.

Continuing professional development

Edfords Care Farm provide training for all staff in behaviour management and anti-bullying.

Anti-Bullying Policy - Advice for Students

Bullying can ruin a student's school life and education, so we treat it very seriously. It is a form of anti-social behaviour that has no place at Edfords Care Farm. Bullying can take many forms: physical, psychological or verbal. It can affect the happiness and achievements of the victims, the on-lookers and the bullies themselves. Remember that there may be others being bullied so you will be helping them as well as yourself by talking to someone.

- Try to ignore the person who is attempting to bully you.
- Tell someone what has been happening, even if you have been warned not to. You may go to any adult at Edfords Care Farm. They will want to know and to help.
- Do not retaliate in a physical or verbal way. Walk calmly away from the situation.

- Do not blame yourself.
- If you see someone else being bullied, find an adult and explain what you have seen and heard.
- Do not just ignore bullying. Think about how you would feel in the victim's position. Remember that bullying doesn't go away by itself.
- Make sure that you do not get involved in the bullying as an 'easy' option out of the situation – don't help the bully, help the victim.

Some advice on how to avoid being bullied:

- Be friendly. Friends help you avoid these situations.
- React calmly, walk away to avoid further reaction.
- Think positively about yourself. Be confident.

Some advice on how to avoid being a bully:

- Talk about problems, rather than taking them out on someone else.
- Don't make unpleasant remarks about anybody – even if you intend them as a joke.
- Try to avoid confrontations: find some way and somewhere to cool down.