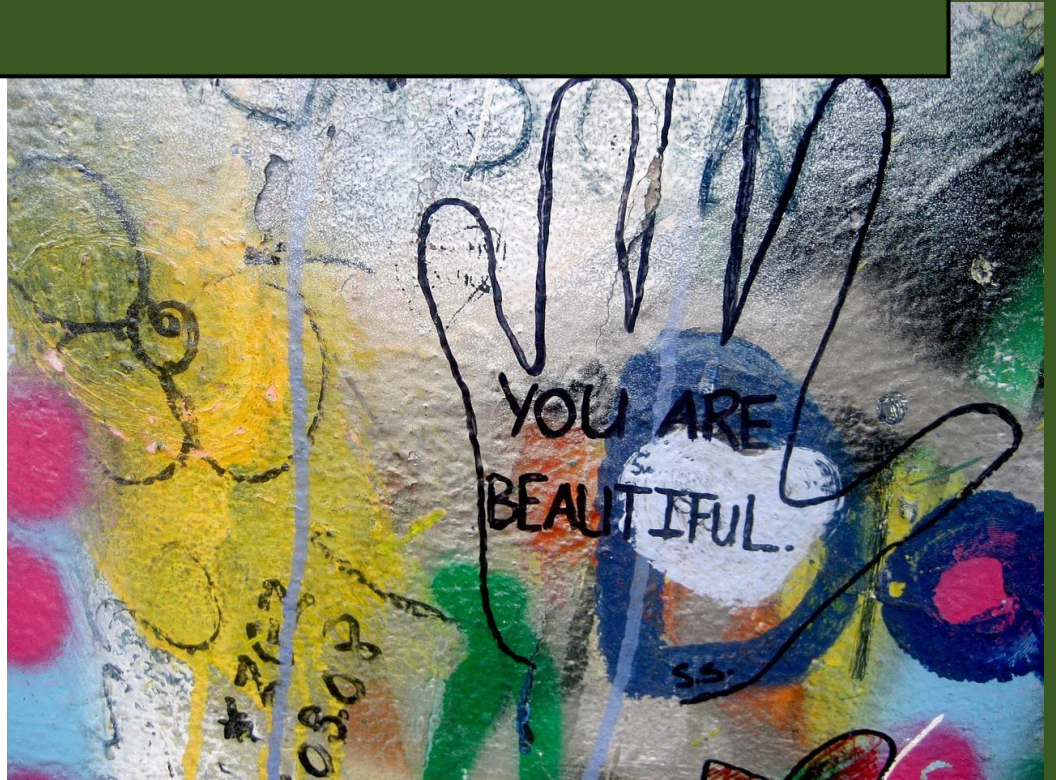


Frampton Anti-Bullying Policy



Frampton Farm Anti-Bullying Policy

Key Contact Personnel.

Designated Safeguarding Lead: Karen Friend

Deputy Safeguarding Lead: Skott Hamilton

Frampton Farm is committed to providing a safe, caring and friendly environment for everyone who uses its facilities. Bullying of any kind is unacceptable and should bullying occur children, young people, employees and volunteers should be able to tell someone and know that the incident will be dealt with promptly and efficiently.

What is classed as bullying?

Bullying is something that another person does with the intention of hurting another, either physically or emotionally. It may be done via (but not limited to)

- Cyber- Via all cyber communication such as internet, email, chat rooms, mobile telephone, text messages, telephone calls.
- Emotional – Being unkind, unfriendly, excluding, tormenting them.
- Homophobic – Making fun of someone's sexuality or accusing them of being a certain sexuality that they are not.
- Physical – pushing, kicking, hitting, pinching, punching or any other violence.
- Racist – Racial taunts, graffiti, gestures.
- Sexual – Unwanted sexual attention either physically or verbal sexually suggestive comments.
- Verbal – Name calling, spreading rumours, sarcasm, teasing.

The importance of responding to bullying

Bullying by any means is not acceptable, it hurts and no one deserves to be a victim of bullying, no matter what age they are. Everybody deserves the right to be treated with respect. People who are bullying need to learn what is appropriate behaviour, they often have problems themselves which can affect their behaviour to others.

At Frampton Farm we have a responsibility to respond quickly and efficiently to any form of bullying that may take place on the farm. We have a duty of care to our visitors, children, young people, employees and volunteers to protect them. Many of the students attending our farm have disabilities and are vulnerable and this is always taken into account.

Policy Aims

The aim of our Anti-bullying policy is to promote good practice for:

- All employees, volunteers, children and young people on the farm understand what bullying is.
- All employees, volunteers, children and young people on the farm know what our Anti-bullying policy is and what they should do if they are bullied or witness someone else being bullied.
- For Frampton Farm to take bullying seriously.
- For all Students parents, and carers to be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated in any form.

Signs and symptoms of being bullied:

All adults Employees, volunteers, parents, carers, teachers, teaching assistants should be aware of possible signs and behaviour and should investigate if a child / young person is: (these signs can indicate other problems, but bullying should be considered)

- Frightened to come to the farm.
- Frightened to participate in certain activities.
- Changes to their normal routine.
- Becomes anxious, withdrawn or lacks confidence.
- Starts stammering
- Attempts or threatens suicide
- Attempts or threatens to run away.
- Feels unwell before coming to the farm.
- Begins to behave negatively in the group.
- Asks for money or starts to steal money (to give to bullies)
- Has money or property that is continually lost.
- Has unexpected cuts or bruises.
- Becomes unusually aggressive, disruptive or unreasonable.
- Is bullying others.
- Stops eating
- Is frightened to say what is wrong
- Give improbable excuses of any of the above.
- Is unusually afraid to use the internet or mobile phone.
- Is nervous or jumpy when a cyber based message is received.

Bullying Procedure

If bullying is suspected you should follow the procedure below:

- Report the bullying incident to the Safeguarding lead or a senior member of staff.
- All bullying incidents should be recorded.
- In serious cases of bullying parents / carers / referrers should be informed and will be asked to attend a meeting to discuss the problem.
- If necessary, the police should be consulted.
- All cases of bullying behaviour and threats of bullying should be investigated and the bullying should be stopped quickly.
- Always reassure the victims that you can be trusted to help them but you will need to tell someone and can't keep it a secret.
- Keep records of what is said, what happened, when it happened and who was involved.

How to deal with the bully / bullies.

- An attempt must be made to help the bully change their behaviour.
- Talk with the bully, explain the situation and try to get the bully to understand the consequences of their behaviour.
- Seek an apology from the bully to the victim.
- Inform the bullies' parents / carers.
- If the bully has stolen an item from the victim insist on it being returned.
- Impose sanctions as necessary.
- Encourage and support the bully to change their behaviour.
- Hold a meeting with the families of both parties to report on progress.
- Inform all organisation members of actions taken.
- Keep a written record of actions taken.
- Look at supporting the bully with any issue that may have, link in with existing services in your area.

Outcomes

- The bully may be asked to give the victim a genuine apology and sometimes other consequences may take place.
- In some serious cases exclusion from the organisation may be considered.
- If possible, the participants will be reconciled.
- After the incident and investigation has been concluded, the bully and victim will both be monitored to ensure repeat bullying does not take place.

Support to deal with aftermath of bullying

- Consideration should be given to the most suitable kind of support that children / young people, parents, carers, employees and volunteers may need.
- Consideration should also be given to what kind of support is most appropriate for alleged bullies.

Helplines

Children, parents and carers might find the use of support groups helpful. Below are some groups and places you can find more information:

- Kidscape <https://www.kidscape.org.uk/>
- YoungMinds matter <https://www.youngminds.org.uk/>
- National Bullying Support Helpline <https://www.nationalbullyinghelpline.co.uk/contact.html>
- NSPCC <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>
- Childline <https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying/>
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- MindEd: www.minded.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis [12 Theeducationpeople.org](http://12.Theeducationpeople.org)
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

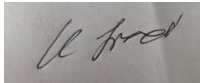
Prevention

Frampton Farm will use the following methods to help participants prevent bullying.

- Writing a set of rules for display in the classroom.
- Asking children and young people to sign a behaviour contract.
- Reading stories about bullying.
- Showing interactive videos about bullying.
- Using role-play
- Having group discussions.

Friends of Frampton Farm CIC, will oversee the implementation of the Anti-Bullying Policy and agree to take all necessary steps to ensure they are adhered to.

Signature



Name: Karen Friend

Position: Director

Policy date 13.09.23 Review date 12.09.24