



Little Gate Farm Anti-bullying Policy

“Bullied children and bullies alike are badly affected when bullying is allowed to thrive. Bullying must never be tolerated” (1999, KIDSCAPE Survey: Long Term Effects of Bullying)

Anti-bullying Policy Statement

LITTLE GATE FARM is committed to providing a caring, friendly and safe environment for all participants, so they can participate in activities in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our organisation. If bullying does occur, participants should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a TELLING organisation; this means that anyone who knows that bullying is happening is expected to tell one of the staff or volunteers, and preferably the Child Protection Officer.

Bullying is: the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be: Emotional - being unfriendly, excluding, tormenting (e.g. hiding personal belongings, threatening gestures). Physical - pushing, kicking, hitting, punching or any use of violence. Racist - racial taunts, graffiti, gestures. Sexual - unwanted physical contact or sexually abusive comments, homophobic remarks focusing on the issues of sexuality, verbal name-calling, sarcasm, spreading rumours, teasing. Cyber - all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities.

It is important to respond to bullying because bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. People who are bullying need to learn different ways of behaving and may well have serious issues themselves, which affect their behaviour.

LITTLE GATE FARM has a responsibility to respond promptly and effectively to issues of bullying in order to carry out their duty of care to safeguard all participants involved in LITTLE GATE FARM. Everyone has a right to protection and the needs of disabled people and others who may be particularly vulnerable must be taken into account.

Little Gate farm Policy aims:

The aim of the LITTLE GATE FARM Anti-bullying Policy is to promote good practice and that:

- All volunteers and paid staff, as well as participants should have an understanding of what bullying is.
- All volunteers and paid staff, as well as participants should know what the LITTLE GATE FARM policy is on bullying and what they should do if bullying arises.



- As an organisation we take bullying seriously. All participants and their parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Some of the Signs and Symptoms of Being Bullied:

A person may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a participant:

- Is frightened of coming to the farm or participating in certain activities
- Doesn't want to go to the farm on their own
- Changes their usual routine
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Feels ill before coming to the farm
- Begins to behave negatively within the group
- Asks for money or starts stealing money (to pay bully)
- Has money that is continually "lost"
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable which is out of character
- Is bullying other participants
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber-message is received
- Evidence of self-harm, deliberate cuts to body, particularly limbs, foreign body insertion.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures if bullying is suspected

If bullying is suspected, the following procedures should be:

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly



6. Reassure the victim that you can be trusted and will help them, although you cannot promise that you won't share the information if necessary.
7. Keep records of what is said (what happened, by whom, when).
8. Report any concerns to the LITTLE GATE FARM Child Protection Officer or the Farm owner.

An attempt will be made to help the bully/bullies change their behaviour by:

1. Talk with the bully/bullies, explain the situation, and try to get them to understand the consequences of their behaviour. Seek an apology to the victim(s).
2. Inform the bully/ bullies' parents.
3. Insist on the return of "borrowed" items and that the bully/bullies compensate the victim.
4. Impose sanctions as necessary.
5. Encourage and support the bully/bullies to change their behaviour.
6. Hold meetings with the families to report on progress.
7. Inform all organisation members of action taken.
8. Keep a written record of action taken.
9. Look at supporting the bully/bullies with any issues they may have, link in with existing support services in our area

Outcomes of bullying

- The bully/bullies will be asked to genuinely apologise and if they don't, and sometimes as well other consequences may have to take place – such as temporary exclusion from an activity.
- In serious cases, exclusion from Little Gate Farm may be considered
- If possible, the participants will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Prevention

We will use methods to help participants prevent bullying, as and when appropriate. These may include:

Writing a set of LITTLE GATE FARM rules AND signing a behaviour contract and having discussions about bullying and why it matters

On behalf of LITTLE GATE FARM, we, the undersigned, will oversee the implementation of the Anti-bullying Policy and will take all necessary steps to ensure it is adhered to.

Signed:



(NB one of the signatories should be the Little Gate Farm Child/vulnerable adult Protection Officer)

Name:

Name:

Position within Little Gate Farm

Date:

Review Date: