

Anti Bullying Policy

Review – September 2027

Dedham Therapy Farm CIC is committed to providing a safe, inclusive, respectful and supportive environment where all children and young people can thrive.

The organisation recognises that bullying, discriminatory behaviour, harassment, child-on-child abuse and online abuse can have a significant impact on a child's welfare, wellbeing and safety. Bullying concerns will be taken seriously, recorded appropriately, responded to promptly and, where necessary, managed as a safeguarding concern in accordance with the Safeguarding and Child Protection Policy.

Dedham Therapy Farm CIC promotes a culture of respect, kindness, inclusion and positive relationships. We use a therapeutic approach to behaviour, informed by Therapeutic Thinking, to help children and young people develop positive social interactions and valued behaviours.

This policy should be read alongside the Safeguarding and Child Protection Policy, Managing Behaviour Using Therapeutic Thinking Policy, SEND Policy and Equality Policy.

Dedham Therapy Farm created the antibullying policy using the views of staff and Farm Assistants. Staff discuss positive social interaction on a one to one and group basis and through team discussions and supervision. This feedback has informed the policy. Dedham Therapy Farm has designated staff who monitor bullying within their setting.

Anti Bullying Co Ordinator - Tom Clapson

Anti Bullying Officer – Megan Dack

Bullying is behaviour by an individual or group that is repeated over time and intentionally hurts another individual physically or emotionally. Bullying often involves a power imbalance which makes it difficult for the victim to defend themselves.

Bullying may be:

- Physical
- Verbal
- Emotional
- Social
- Cyberbullying
- Prejudice-based or discriminatory

Bullying may be linked to protected characteristics under the Equality Act 2010 including race, religion or belief, disability, sex, sexual orientation or gender reassignment.

Some bullying behaviours may also constitute child-on-child abuse and should be managed in accordance with safeguarding procedures.

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)
- spreading malicious rumours
- unfair treatment
- picking on or regularly undermining someone

The organisation recognises that some children may be at greater risk of harm including children with SEND, children in care, previously looked after children, children experiencing mental health difficulties and children who have experienced trauma.

Bullying may include, but is not limited to:

Physical Bullying

A form of bullying involving physical harm or intimidation, including hitting, kicking, pushing, damaging belongings or other physical acts intended to cause distress.

Emotional Bullying

Behaviour intended to make another person feel upset, isolated, humiliated, excluded or frightened. This may include manipulation, intimidation or spreading rumours.

Verbal Bullying

The repeated use of words to hurt, intimidate or belittle another person, including insults, threats, mocking or name-calling.

Racist Bullying

Bullying behaviour directed at an individual because of their race, ethnicity, nationality, culture, language or skin colour.

Disability Related Bullying

Bullying behaviour directed at an individual because of a disability, additional need, medical condition, learning difference or neurodivergence.

Homophobic, Biphobic or Transphobic Bullying

Bullying directed at an individual based on their actual or perceived sexual orientation or gender identity.

Bullying Related to SEND

Bullying directed at a child or young person because of their special educational needs, communication differences or additional support needs.

Bullying Related to Home Circumstances

Bullying directed at a child or young person because of family circumstances, care arrangements, housing, financial circumstances or other aspects of their home life.

Online Bullying (Cyberbullying)

Bullying which takes place using technology or online platforms, including social media, messaging services, gaming platforms, email or sharing digital content.

Sexist Behaviour

Behaviour which stereotypes, excludes, demeans or discriminates against someone on the basis of sex or gender.

Sexual Harassment

Unwanted conduct of a sexual nature which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Sexualised Comments

Comments, jokes, gestures or remarks of a sexual nature directed towards another person.

Harmful Sexual Behaviour

Developmentally inappropriate sexual behaviour displayed by children or young people which may be harmful to themselves or others.

SEND (Special Educational Needs and Disabilities)

Bullying that targets individuals with disabilities or learning difficulties. This can involve mocking, exclusion, physical aggression, or treating someone unfairly due to their additional needs.

Dedham Therapy Farm understands bullying can occur outside of sessions at the farm. While the farm is not responsible for what happens outside of the farm. The team can provide support to Farm Assistants experiencing bullying outside of the farm.

Child-on-Child Abuse

Dedham Therapy Farm CIC recognises that children can abuse other children.

- Bullying

- Cyberbullying
- Physical abuse
- Emotional abuse
- Sexual harassment
- Sexual violence
- Harmful sexual behaviour
- Discriminatory behaviour
- Online abuse

All concerns will be taken seriously. Staff should never dismiss abuse as banter, part of growing up, harmless behaviour or friendship difficulties. Incidents will be considered individually and managed proportionately through the safeguarding and behaviour procedures

Staff must complete a concern form and immediately notify the Designated Safeguarding Lead (DSL) so they can effectively monitor patterns and assess if the bullying meet the safeguarding threshold.

Online Bullying and Cyberbullying

Dedham Therapy Farm CIC recognises that bullying can occur online as well as in person.

Cyberbullying may include:

- Social media abuse
- Online harassment
- Sharing images without consent
- Exclusion from online groups
- Threatening messages
- Sexual harassment online
- Humiliation through digital content

Where cyberbullying is reported, staff will complete a concern form so the safeguarding team can assess any safeguarding risks and work with parents, carers, schools and relevant agencies where appropriate and monitor any patterns.

Online bullying incidents may be managed as safeguarding concerns where there is evidence of significant harm, exploitation, sexual abuse, criminal behaviour or ongoing risk.

Discriminatory Behaviour

Dedham Therapy Farm CIC will not tolerate discriminatory behaviour including racist, sexist, homophobic, biphobic, transphobic or disability-related abuse.

Such incidents will be recorded in progress notes and via a concern form so behaviour can be monitored and reviewed by safeguarding leads.

Difference Between Bullying and Teasing

Teasing is usually playful, mutual, and light-hearted, where both people are having fun. It is not meant to cause harm, and if one person asks for it to stop, the other usually respects that.

Bullying is intentional, repeated, and meant to hurt or control someone. It creates a power imbalance, where the victim feels scared, humiliated, or isolated.

Difference Between Bullying and Falling Out with Friends

Falling out with friends is a normal part of relationships where disagreements or misunderstandings happen. Both sides may feel hurt, but it is not done with the intent to cause harm. The conflict is usually resolved over time.

Bullying is deliberate and one-sided. It involves repeated harm, manipulation, or exclusion, where one person tries to dominate or hurt another. Unlike normal friendship issues, bullying continues over time and causes distress.

Difference Between Bullying and aggressive behaviour

Aggressive behaviour is a one time act of anger, frustration or conflict. It can happen in the heat of the moment and may not involve a power imbalance. Both people may be equally involved in the confrontation, and it does not necessarily repeat over time.

Bullying is repeated, intentional and involves a power imbalance. It is a pattern of behaviour where a person deliberately tries to hurt, intimidate or control another, either physically, emotionally or socially.

Reporting and responding to bullying

Dedham Therapy Farm staff use therapeutic thinking to de-escalate difficult and dangerous behaviour and foster a positive approach to the development of positive social skills amongst staff and Farm Assistants. During sessions, discussion are held to promote helpful feelings and valued behaviours during session and outside of the farm.

All reports or disclosures of bullying will be taken seriously.

If bullying is witnessed during session farm staff will;

- Listen to the child or young person and take account of their wishes and feelings.
- Remain calm, supportive and non-judgemental.
- Record concerns objectively and accurately.
- Assess whether the behaviour constitutes bullying, child-on-child abuse, discriminatory behaviour, harassment or a safeguarding concern.
- Complete a concern form and share with DSL.
- Update behaviour plans and risk assessments where required.
- Work collaboratively with parents, carers, schools, local authorities and other professionals where appropriate.
- Consider whether Early Help or additional support may be required.
- Maintain appropriate records of actions taken.
- Have a restorative conversation at an appropriate time when all parties are regulated. The purpose is to support reflection, repair relationships, understand impact on others and identify strategies to prevent reoccurrence.

If bullying is disclosed to a member of staff Complete a “concern form” to acknowledge the incident and email a copy to the Anti Bullying Co Ordinator/Officer/DSL and upload to the Farm Assistant Safeguarding folder, to monitor any ongoing issues.

1. Progress note must include information disclosed.
2. If bullying is reported to staff by Farm Assistant. Parent/carer must be informed of the disclosure.
3. If behaviour becomes a frequent occurrence suitability of session will be discussed and further investigation in to the level of support required for that Farm Assistant to engage positively with peers.
4. Parent/carer must be included and informed in any changes to sessions required.
5. Ongoing support must be offered to Farm Assistants experiencing bullying to ensure they are able to access their sessions confidently.

Monitoring and Review

Bullying incidents, child-on-child abuse concerns and discriminatory incidents will be monitored by the Anti-Bullying Officer, Anti-Bullying Coordinator and Designated Safeguarding Leads(DSL)

Patterns, themes and emerging risks will be reviewed to ensure appropriate support is offered to children and young people.

This policy will be reviewed annually, following significant incidents, or sooner if legislation, safeguarding guidance or organisational practice changes.