

Dedham Therapy Farm CIC

Anti Bullying Policy

Review – April 2026

Dedham Therapy Farm CIC is committed to providing a safe, relaxed, friendly and caring environment for all Farm Assistants in line with “Every Child Matters”. Dedham Therapy Farm does not tolerate bullying or harassment of any kind. If you feel that you are or have experienced bullying or have witnessed it, this must be reported to a trusted adult. Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010. Bullying and harassment is behaviour that makes someone feel intimidated or offended. Harassment is unlawful under the Equality Act 2010.

The farm encourages Farm Assistants to seek support from adults working at the farm (staff) in the event of bullying being experienced or witnessed. Farm staff actively welcome being approached by Farm Assistant who need to share this type of information and will respect the Farm Assistant for sharing with them.

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 usually defined as behaviour that is:

- Repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

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

Children and young people can be more likely to experience bullying some examples of this are;

Home Circumstances – Bullying that arises due to a person's family situation, such as financial struggles, neglect, abuse, or parental issues. A bully may act out because of problems at home or target someone based on their background.

Homophobic – Bullying directed at individuals based on their sexual orientation or gender identity, whether real or perceived. This can involve verbal abuse, exclusion, physical attacks, or discrimination against LGBTQ+ individuals.

Racist – Bullying that target someone due to their race, ethnicity, skin colour, or cultural background. It can include racial slurs, exclusion, stereotyping, or physical violence.

Physical – A form of bullying that involves direct bodily harm, such as hitting, kicking, pushing, or damaging someone's belongings. It is often used to intimidate or control the victim.

Emotional – Bullying that impacts a person's feelings and self-esteem through verbal abuse, manipulation, social exclusion, or spreading harmful rumours. It can cause long-term psychological harm.

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.

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 a foster a positive approach to the development of positive social skills amongst staff and Farm Assistants. During session discussion are held to promote helpful feelings and valued behaviours during session and outside of the farm.

If bullying is witnessed during session farm staff should

- 1) discuss with the Farm Assistant how the detrimental behaviour might make others feel and support the Farm Assistant to develop valued behaviours during session using Therapeutic Thinking and the managing behaviour policy.
- 2) Complete a “concern form” to acknowledge the incident and email a copy to the Anti Bullying Co Ordinator/Officer and upload to the Farm Assistant Safeguarding folder - to monitor any ongoing issues
- 3) Add the incident in the progress note for that session
- 4) Contact will be made with both parents/carers to disclose the behaviour seen
- 5) 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.

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 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.

Ongoing support must be offered to Farm Assistants experiencing bullying to ensure they are able to access their sessions confidently.



Reviewing of policy

The bullying policy must be review at least annually and feedback gained from parents and Farm Assistant and staff through questionnaires, conversations during sessions and during meetings, to ensure the policy is fit for purpose.