

LANE END FARM TRUST ANTI BULLYING POLICY

At Lane End Farm Trust we treat the subject of bullying very seriously. We do not condone bullying in any form, whether it be physical, emotional or verbal. Neither do we accept that it is a phase which children go through, that it is part of growing up or that it teaches children and young people to stand up for themselves.

We recognise that, from time to time, incidences of bullying will occur in any setting, and at Lane End Farm Trust we attempt to deal with such incidences as promptly and effectively as possible. We are committed to equipping our service users and staff with strategies and opportunities to be able to talk about anything that worries them in any area of their life.

This document is designed to provide members of staff with a structured approach to deal with occurrences of bullying, and to provide guidelines which will assist them in initiating awareness strategies. By bringing bullying out into the open, by working together and, by making it clear to children, young people, staff and volunteers that such anti-social behaviour will not be condoned, opportunities for bullying will hopefully be minimised.

THIS ANTI-BULLYING POLICY FORMS PART OF OUR OVERALL SAFEGUARDING PROCEDURES

WHAT IS BULLYING?

There are many definitions of bullying. Most however have the following three aspects in common:

- It is deliberately hurtful behaviour.
- It is repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms but the results of research identify four main types:

- PHYSICAL – i.e. hitting, kicking.
- VERBAL - i.e. threatening, name-calling (including racist, sexist, discriminating remarks about a person's weight and appearance), insulting.
- INDIRECT- i.e. spreading unpleasant stories, excluding from social groups.
- CYBER- i.e. sending malicious/threatening emails, text/picture messages and through other social media.

HBT bullying

What is HBT bullying?

Homophobic, biphobic and transphobic (HBT) bullying is the targeted abuse of an individual who identifies as lesbian, gay, bisexual, transgender or someone who is questioning their sexual orientation or gender identity (LGTBQ).

- [Research by Stonewall](#) in 2015 shows that:
- One in five (20 per cent) have heard similar disparaging remarks about trans people

- A quarter (26 per cent) of lesbian, gay and bi staff say they have personally experienced bullying or poor treatment from colleagues in the last five years as a result of their sexual orientation
- Nearly half (48 per cent) of trans people under 26 said they had attempted suicide, and 30 per cent said they had done so in the past year, while 59 per cent said they had at least considered doing so
- Nearly half (45 per cent) of LGBT pupils - including 64 per cent of trans pupils - are bullied for being LGBT in Britain's schools. This is down from 55 per cent of lesbian, gay and bi pupils who experienced bullying because of their sexual orientation in 2012 and 65 per cent in 2007.
- Half of LGBT pupils hear homophobic slurs 'frequently' or 'often' at school.
- Seven in 10 LGBT pupils report that their school says that homophobic and biphobic bullying is wrong, up from half in 2012 and a quarter in 2007
- However, just two in five LGBT pupils report that their schools say that transphobic bullying is wrong
- Just one in five LGBT pupils have been taught about safe sex in relation to same-sex relationships
- More than four in five trans young people have self-harmed, as have three in five lesbian, gay and bi young people who aren't trans
- More than two in five trans young people have attempted to take their own life. as have one in five lesbian, gay and bi students who aren't trans.

Types of HBT bullying

As with most kinds of bullying, there are five main types of HBT bullying that can occur. A series of incidents can involve all five types, or the sustained use of just one type.

- **Physical** – hitting, kicking, pinching, punching, pushing, scratching, spitting or any other form of physical or sexual violence. Damaging or taking things that belong to another person can also be classed as physical bullying.
- **Verbal** – bullying that is spoken or said. This can include using words such as 'faggot' or 'tranny'. Statements that threaten or tease others can be verbal bullying, even if they don't involve these kinds of words (see below).
- **Indirect** – bullying that does not directly involve the person being targeted. This can include spreading rumours about someone, or purposefully excluding them from an activity because of their sexuality or gender identity.
- **Mental** – bullying that involves threatening or actually 'outing' someone to another individual or a group of people; public humiliation, sabotaging friendships and academic achievements.
- **Cyber** – bullying that is carried out using electronic means. This includes sending texts, calling people to verbally abuse them, sending videos or picture messages, sending emails, using social media or instant messaging (IM) apps, or writing malicious posts on online forums or blogs. This can also include sending threatening messages or death threats.

Bullying of any kind is always serious and should be reported. It can make people feel humiliated, vulnerable and embarrassed. If bullying is not challenged, it can result in substance misuse, self-harm and even suicide attempts.

Why it is important to address bullying?

There are a number of very important reasons for challenging bullying behaviour, this includes behaviour of our service users, staff and volunteers:

- In order for us to develop a reputation as a caring, safe and effective organisation we must make every effort, both in policy and action, to respond effectively to it.
- Bullying makes people unhappy. When people are being bullied their lives are miserable. They may also suffer injury. Over time, they may well lose their self-confidence and self-esteem. They may even blame themselves for inviting bullying behaviour.
- People who are being bullied are unlikely to concentrate fully on their activities, education or work. Their concentration and learning capability is likely to suffer. Some may avoid being bullied by feigning illness and not coming to school, training or work, or by truanting.
- People who observe unchallenged bullying behaviour may copy it as an effective and quick way of getting what they want. People who are being bullied may interpret any inaction, or perceived inaction, on the part of the school. College or workplace as condoning the unacceptable conduct.

Tackling HBT bullying

We have a zero tolerance approach to HBT bullying and expect staff and volunteers to consistently challenge HBT bullying in a united way. There are clear and consistent consequences for our service users and staff in line with how you would respond to other kinds of bullying.

In addition to tackling HBT bullying, it's also important to tackle general language and attitudes which can lead to other types of HBT behaviour, for example physical incidents, cyber bullying and excluding young people from groups and activities.

IDENTIFYING BULLYING BEHAVIOUR

It is not always easy to discover if, when or where bullying is happening. The following may be of some assistance in acting as indicators, and it should be investigated if any of the following is noted if a person:

- is frightened of walking to or from school, training placement or place work.
- changes their usual routine.
- is unwilling to go to school (school phobic) or work begins to truant.
- becomes withdrawn, anxious, jumpy or lacking in confidence.
- starts stammering.
- attempts to threaten self-harm or absconds.
- cries themselves to sleep at night or has nightmares.
- bedwetting (if has been dry for a long period of time).

- regularly feels ill in the morning.
- begins to do poorly in school or work.
- comes home with clothes torn or books damaged.
- has possessions which are damaged or “go missing
- regularly “loses” money; asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises.
- becomes aggressive, disruptive or unreasonable.
- is bullying other children or siblings.
- 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.

Sometimes, what looks like bullying may turn out to be simply "play fighting", which some young people enjoy taking part in. This kind of play is forbidden on Trust premises and when out on activities, and is discouraged at all times. Anyone who takes part in play fighting will be warned as part of our behaviour policy. As well as being dangerous within the setting of the farm it may lead to more unacceptable behaviour.

ADDRESSING BULLYING.

Staff and volunteers will take advantage of any appropriate opportunity to discuss bullying with service users and bullying from staff or volunteers will be dealt with very seriously by the Farm Manager and/or the Trustees.

All staff, volunteers, Trustees and service users have a responsibility to each other to make sure that bullying does not take place. Refer to the ‘Anti-Bullying Charter’ that is part of this policy.

The Trust's behaviour policy advocates the development of a supportive, co-operative ethos within the Trust.

Making all other staff and volunteers aware of the names of service users who persistently bully, or who are regular victims, and keeping people informed about who has been involved in this type of behaviour recently, will heighten awareness and assist teachers and other supervisors to be more vigilant. This will be identified and recorded in the risk assessment of service users.

Often people are passive bystanders in bullying because they are frightened, uncomfortable or do not know how to react. They can be encouraged to take a more active role if they witness bullying, by being made aware of the following strategies:

- Not allowing someone to be deliberately left out of a group or activity.
- Not smiling or laughing when someone is being bullied.
- Telling a member of staff or trusted person what is happening. Instill the feeling that this is not "telling tales".
- Encouraging the bullied person to join in with their activities or groups.
- Telling the bully to stop what they are doing, (but not getting involved in physical or verbal aggression).

- Showing the bully that they disapprove of his/her actions.

The Trust will ensure that all areas of the farm area and when out on activities, particularly the less accessible or more remote ones, are supervised all times. Toilets are particularly isolated due to the lack of adult presence.

DEALING WITH INCIDENTS OF BULLYING

Service users and staff will be offered the opportunity to talk individually to a member of staff who will be prepared to listen and try to build up an accurate picture of events, using accounts of other witnesses, if any. Where possible, get written accounts of the incident.

The member of staff dealing with the incident will aim to identify what the problem is and then look for possible solutions whilst remaining neutral, will refer to the Anti-Bullying Charter and make clear to all involved why you have taken the action that you have.

Provide support for the victim, reassuring and identifying a source of support in the days following the incident. This may be a parent, carer or other professional

Should the incident prove more serious, the Farm Manager or a Trustee will be informed as soon as possible. In these cases it is important that detailed records are kept for future reference due to the possibility that action may be taken by parents or carers of service users against the bullies or the Trust. Records should include the following information;

- Who was involved (or allegedly involved).
- Where and when it happened.
- What happened.
- What action was taken.
- How it was followed up.

Parents or carers should be informed of any incidents of bullying. They will be invited to discuss the problem and actions taken with the relevant staff, Farm Manager or Trustee. The parents of the victim should be informed of the incident(s) and of the action that has been taken as a consequence. They too should have the opportunity to discuss any concerns that they have with the staff member, Farm Manager or Trustee.

Temporary or permanent exclusions for service users could potentially be used in cases of bullying and suspension or dismissal of staff. The Trust reserves the right to use these sanctions in cases of severe or repetitive bullying.

Trustees are informed regularly throughout the year of any incidents of bullying.

Monitoring of the policy

The anti-bullying policy will be reviewed every two years.

Lane End Farm Trust Anti-Bullying Charter

Bullying is any behaviour, which has been planned or happens repeatedly and may include some of the following:

- Calling you names
- Ganging up on someone
- Hurting you
- Not leaving you alone when you want to be by yourself
- Any sort of violence towards you
- Someone threatening you
- Racist comments to you or about you
- Making fun of your religion
- Making you do something that you don't want to
- Demanding money or other things from you

The Trust will not tolerate any form of bullying behaviour. If you do suffer bullying, you should deal with it in the following ways:

Tell someone – This could be:

- A member of staff
- Someone in your family
- Friends
- Someone who you think you can trust to sort it out

DON'T FORGET THAT WE ALL FALL OUT WITH OUR FRIENDS SOMETIMES. IT DOESN'T ALWAYS MEAN THAT WE ARE BEING BULLIED!

REMEMBER THAT IF YOU KEEP IT TO YOURSELF, IT WON'T GET DEALT WITH!

DON'T LET ANYONE PUSH YOU AROUND AND DON'T BE AFRAID! DON'T BULLY BACK

Where to get more help?

There are organisations that can provide advice, support and resources for dealing with specific forms of bullying. Some of these organisations are listed here.

Support for children and young people

Childline www.childline.org.uk

Cybermentors www.cybermentors.org.uk

Kidscape www.kidscape.org.uk

NSPCC www.nspcc.org.uk

Cyberbullying

Childnet www.childnet-int.org

Thinkyouknow (CEOP) www.thinkyouknow.co.uk

StopTextbully www.stoptextbully.com

Cyberbullying.org www.cyberbullying.org

Bullying related to special educational needs and disabilities

National Autistic Society www.autism.org.uk

Young Minds www.youngminds.org.uk

Every Disabled Child Matters www.edcm.org.uk

Bullying related to race and religion

Equality and Human Rights Commission www.ehrc.gov.uk

Save the Children www.savethechildren.org.uk

Homophobic bullying

Stonewall www.stonewall.org.uk

Signed:

Date:

Print Name:

Position in company: