



Apple Tree Farm Services CIC

Anti-bullying Policy

This policy should be read alongside **Apple Tree Farm CIC** 's policies and procedures on safeguarding children.

Apple Tree Farm CIC works with children and families as part of its activities. These include farming activities, pastoral support, weekend, and holiday respite.



Purpose and Aims

The purpose of this policy is:

- to prevent bullying from happening between children and young people, and staff who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children, and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of **Apple Tree Farm CIC**, including senior managers and the board of directors, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:

- our code of behaviour for children, young people, and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

What is bullying?

Bullying includes a range of abusive behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally.

[Find out more about bullying and cyber-bullying](#)



Legal framework

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in the UK. NSPCC Learning provides summaries of the key legislation and guidance on:

- [bullying and cyber-bullying](#)
- [Online abuse](#)
- [child protection in each nation of the UK.](#)

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic, and sexual bullying
- putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children, young people, and families will focus on:

- group members' responsibilities to look after one another and uphold the behaviour code
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well



Responding to bullying

We will make sure our response to incidents of bullying considers:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation

We will review the plan we have developed to address any incidents of bullying at regular intervals, to ensure that the problem has been resolved in the long term.

More information about responding effectively to bullying is available:

- [protecting children from bullying and cyberbullying](#)
- [recognising and responding to abuse.](#)

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children, and young people
- welcoming new members to our organisation.

Find out more about:

- [Safeguarding children who come from Black, Asian and minorities ethnic communities](#)
- [Safeguarding d/Deaf and disabled children and young people](#)
- [Safeguarding LGBTQ+ children and young people](#)
- [Safeguarding children with special educational needs and disabilities \(SEND\)](#)

Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- safeguarding policy and procedures
- code of conduct for staff and volunteers
- equality, diversity, and inclusion policies.



Contact details

Nominated anti-bullying lead

Name: Ms Brenda Pedroni

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Senior lead for safeguarding and child protection:

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NSPCC Helpline 0808 800 5000

This policy must be reviewed every year, or sooner if deemed necessary, to ensure it is still fit for purpose.

Signed:

A handwritten signature in black ink that reads "Brenda Pedroni".

This policy was last reviewed on: 14/05/2026