



Acceptance and Respect Policy 2024/25

Aim

Everyone who visits or works at Future Roots, registered at Rylands, Boyshill Drove, Holnest DT9 5PS, is entitled to feel safe in their surroundings and has the right to develop skills, qualities and knowledge from their experiences. We balance this with our ethos of inclusion and believe that everyone deserves opportunity to make positive change. We promote a culture that welcomes difference and diversity based on inclusion. Our Farm expectations include kindness and respect towards each other.

This policy serves as our Anti- Bullying policy.

Statement

Future Roots is committed to providing a caring, friendly and safe environment for all. Bullying of any kind is unacceptable and if bullying does occur then we encourage all to tell and be assured that incidents will be dealt with sensitively and effectively. Anyone who knows that non acceptance, lack of respect or bullying is happening is encouraged to report it. We will always encourage disclosure and facilitate open discussion about incidents of bullying in a non-threatening environment. We are aware that bullying is in the experience of the victim, whatever the intent of the other party (s).

What is Bullying?

Behaviour by an individual or groups, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally. Bullying results in pain and distress for the victim and can take many forms e.g.

Emotional:	being unfriendly, excluding or tormenting
Verbal:	name-calling, sarcasm, rumour-spreading, teasing
Physical:	pushing, kicking, hitting, punching or any use of violence
Sexual:	unwanted physical contact, sexually abusive or suggestive comments
Ageist:	teasing, taunting, physical abuse due to age, physical and/or mental ability or disability
Racist:	racial taunts, graffiti, gestures or comments about culture or religion
Cyber:	email and internet chat room misuse, mobile threats by text message or calls, misuse of technology i.e. camera or video facilities, sexting
Homophobic:	focussing on issues of sexual orientation and/or Identity

Bullying can have long term and serious impact upon a person's life and wellbeing. Everyone has the right to be treated with respect and no one deserves to be the victim of bullying. We would aim to re-educate and encourage those that bully to use other strategies. If bullying continues, we need to discuss if our provision is suitable for the that person.

We do not tolerate an "only joking " excuse culture which if unchecked can lead to the masking of bullying.

Objectives

- That all staff, volunteers and visitors should understand what bullying looks like.



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- All staff, volunteers and visitors will know Future Roots policy on bullying and what they should do if bullying occurs.
- To ensure Future Roots will always take incidents of bullying seriously, and all staff, volunteers and visitors should be assured that they will be supported when bullying is reported.
- That Future Roots will always confront bullying in whatever form it takes. Any person who uses bullying language or behaviour will be helped to understand what they need to do differently.

Procedure

If a person is the victim of bullying or witnesses bullying, then that person should report it either to a member of staff or to the Senior Manager on duty. The incident will be logged and investigated promptly. If considered necessary, after investigation, specific action may be considered.

- We may talk to individuals concerned separately or together if appropriate.
- If the situation is difficult to resolve or has led someone feeling unsafe, sessions times may be changed.
- Parents/carers of both young people will be informed unless a specific reason, along with school or referrer.
- If a person is deemed to continue bullying and intimidating people after being challenged about their behaviour, they may be temporarily or permanently removed from the group or an alternative group found for them.

Where a bullying incident gives “reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm” (Children Act 1989) the incident should be considered as a child protection concern and if necessary, the safeguarding policy referred to. Where there is such concern regarding a child’s welfare and safety staff must report their concerns to the Designated Person(s) for Safeguarding (Julie Plumley – Director)

Monitoring, evaluation and review

All incidents of bullying will be investigated promptly, and any outcome and resolution recorded on the young persons’ record (all young people involved). Where this is indicated a Concern Log will be completed and reported back to referring agencies/schools and parents.

Bullying incidents will be reviewed at Team/Morning Meetings and repeat incidents will trigger a Management Team led discussion to address any underlying issues and to escalate reporting, as necessary.

Our aim is to promote an environment where everyone is treated with empathy and respect and where everyone understands when they are being bullied or are bullying. We will always offer strategies to be able to deal with situations effectively and sensitively.