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**Anti-bullying Policy statement**

HunnyBeez Farm Ltd works with children, families and vulnerable adults as part of its activities. The purpose of this policy statement is:

• to prevent bullying from happening between children and young people 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 HunnyBeez, including senior managers and the board of trustees, paid staff and volunteers**

**What is bullying?**

Bullying includes a range of abusive behaviour that is

• repeated

• intended to hurt someone either physically or emotionally.

**We believe that:**

• children, young people and vulnerable adults should never experience abuse of any kind

• we have a responsibility to promote the welfare of all children, young people & vulnerable adults 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, vulnerable adults/carers 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, vulnerable adults/carers 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 takes into account:

• the needs of the person being bullied

• the needs of the person displaying bullying behaviour

• needs of any bystanders

• our organisation as a whole.

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

**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, young people, adults/carers

• welcoming new members to our organisation.

Our website provides details of staff members and the position they hold, this includes our Safeguarding Officer and other roles.