



Penthwell Farm Ltd – Anti Bullying Policy

1. Policy Statement

Penthwell Farm Ltd is committed to providing a safe, inclusive, and respectful environment for all children, young people, vulnerable adults, staff, volunteers, and visitors. Bullying behaviour in any form—physical, verbal, emotional, or online—is unacceptable and will be addressed promptly and appropriately.

This policy supports Penthwell Farm Ltd.'s wider safeguarding commitment and outlines how the farm community works together to prevent bullying, respond to concerns, and promote a culture of respect, kindness, and accountability.

Our approach focuses on early intervention, support for those affected, and helping individuals reflect on behaviour and develop positive relationships.

2. Scope

This policy applies to:

- All staff, volunteers, contractors, and visitors working with or on behalf of Penthwell Farm Ltd.
- All children, young people, and vulnerable adults attending farm activities, programmes, or placements.
- Interactions occurring:
 - On farm premises
 - During off-site activities organised by Penthwell Farm
 - Online where communication relates to farm programmes or participants.

This policy should be read alongside the Safeguarding and Child Protection Policy and Code of Conduct.

3. Understanding Bullying

Bullying is behaviour that intentionally causes harm, distress, or intimidation and may occur repeatedly over time. It may involve an imbalance of power between individuals.

Bullying behaviour may include:

- **Physical**
 - Hitting, pushing, tripping, or damaging property.
- **Verbal**



- Name-calling, teasing, threatening language, or derogatory remarks.
- **Emotional or Social**
 - Exclusion, humiliation, manipulation, or spreading rumours.
- **Online / Cyber**
 - Harassment through messages, social media, or digital platforms.

A single incident may also be treated seriously where it has a significant impact on a person's wellbeing or sense of safety.

Bullying may relate to characteristics such as age, disability, race, religion, gender identity, or other differences. Such behaviour may also fall under safeguarding or discrimination concerns.

4. Principles

Penthwell Farm Ltd promotes the following principles:

- Everyone has the right to feel safe, respected, and included.
- Positive relationships and clear expectations help prevent bullying.
- Concerns should be addressed early and constructively.
- Those affected by bullying behaviour will receive appropriate support.
- Individuals whose behaviour has caused harm will be supported to understand the impact of their actions and develop more positive behaviour.
- Responses will be fair, proportionate, and focused on maintaining a safe environment for all.

5. Roles and Responsibilities

Staff and Volunteers

All staff and volunteers are responsible for:

- Modelling respectful behaviour and positive communication.
- Remaining alert to signs of bullying or relational conflict.
- Listening to concerns raised by participants.
- Responding calmly and appropriately.
- Reporting concerns to the Designated Safeguarding Lead (DSL).

Designated Safeguarding Lead (DSL)



DSL: Janka Penther

The DSL is responsible for:

- Receiving and responding to concerns about bullying behaviour.
- Assessing whether concerns may also involve safeguarding risks.
- Gathering information from those involved in a fair and sensitive manner.
- Coordinating appropriate support and responses.
- Liaising with external agencies where necessary (e.g., safeguarding partners, local authority services).
- Keeping clear and secure records of concerns and actions taken.

6. Responding to Bullying Concerns

Penthwell Farm Ltd follows a clear and supportive process:

1. Raise the Concern

Anyone who experiences or observes bullying behaviour is encouraged to inform a member of staff or the DSL as soon as possible.

2. Record the Information

Staff will document the concern, including:

- Date and time
- Individuals involved
- What was observed or reported
- Any witnesses
- Immediate actions taken

3. Review the Situation

The DSL will review the information and speak with those involved to understand the situation fully.

4. Agree Appropriate Actions

Responses may include:

- Restorative conversations or mediation
- Behaviour guidance and reflection
- Support for individuals affected by the behaviour



- Adjustments to group activities or supervision
- Behaviour agreements
- Disciplinary action where necessary

Where safeguarding risks are identified, the DSL will follow safeguarding procedures.

5. Follow-Up

The situation will be monitored to ensure the behaviour has stopped and that participants feel safe and supported.

7. Prevention and Positive Culture

Penthwell Farm Ltd actively works to prevent bullying by:

- Creating a welcoming and inclusive farm environment.
- Promoting kindness, cooperation, and respect in daily activities.
- Ensuring staff and volunteers receive safeguarding and behaviour guidance training.
- Encouraging participants to talk openly about concerns.
- Using trauma-informed and restorative approaches when addressing behaviour.

8. Confidentiality

All concerns will be handled sensitively and respectfully.

Information will be shared only:

- With those who need to know in order to safeguard individuals.
- When required by safeguarding responsibilities or legal obligations.

Records will be stored securely in line with data protection requirements.

9. Monitoring and Review

Penthwell Farm Ltd will review this policy annually or sooner if required due to changes in legislation, safeguarding guidance, or operational needs.

Concerns and incidents will be monitored to identify patterns and improve prevention strategies.

10. Commitment

Penthwell Farm Ltd is committed to maintaining a safe, respectful, and supportive environment for everyone involved in its activities. All members of the farm community



share responsibility for upholding these values and raising concerns where behaviour does not reflect them.

Designated Safeguarding Lead (DSL): Janka Penther

Signed: *Janka Penther*

Role: Co-Founder

Name: Janka Penther

Date: 8th January 2026