



**Inspiring Futures
through Learning**

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Anti-Bullying Core Values Policy

September 2023 - September 2025



Policy name:	IFtL Anti-Bullying Policy
Version:	V1
Date relevant from:	September 2023
Date to be reviewed:	September 2025 <i>This policy will be reviewed every two years unless legislation dictates otherwise. Recent changes in Legislation will need to be read and used to review this Policy.</i>
Role of reviewer:	IFtL Head of Safeguarding, Health, Children & Families.
Statutory (Y/N):	Y
Published on website*:	1B

Policy level**:	1
Relevant to:	All employees through all IFtL schools and departments
Bodies consulted:	Employees Trade unions School / department governance bodies
Approved by:	IFtL Board of Trustees
Approval date:	29 th August 2023

Key:

*** Publication on website:**

IFtL website		School website	
1	Statutory publication	A	Statutory publication
2	Good practice	B	Good practice
3	Not required	C	Not required

**** Policy level:**

1. Trust wide:
 - This one policy is relevant to everyone and consistently applied across all schools and Trust departments with no variations.
 - o *Approved by the IFtL Board of Trustees.*
2. Trust core values:
 - This policy defines the values to be incorporated fully in all other policies on this subject across all schools and Trust departments. This policy should therefore form the basis of a localised school / department policy that in addition contains relevant information, procedures and / or processes contextualised to that school / department.
 - o *Approved by the IFtL Board of Trustees as a Trust Core Values policy.*



- *Approved by school / department governance bodies as a relevantly contextualised school / department policy.*
3. School / department policies
- These are defined independently by schools / departments as appropriate
 - *Approved by school / department governance bodies.*

IFtL Anti-Bullying Core Values

Vision

At IFtL Trust Schools, we are relentlessly driven by our pursuit of excellence and high expectations of learning, behaviour and respect for every member of our community. We believe every child should be valued, safe, respected, happy and free from bullying in any form at all times. We strive to promote and create responsible citizens who are independent, innovative, positive and articulate thinkers who celebrate life and seize opportunities, viewing mistakes as a learning experience and valuing diversity and equality.

Aspirations

We strive to promote and create nurturing, caring, inclusive and purposeful learning environments where children feel safe, protected, happy and secure. Bullying of any form, including cyber-bullying and any bullying related to any of the protective characteristics, is a 'non-negotiable' and will not be tolerated with or towards any members of our community - children, staff, governors, trustees, parents/ cares and any visitor. The IFtL Trust believes in nurturing responsible citizens where mutual-respect, kindness and care is core and underpins everything we do.

Core Values

Bullying is an anti-social behaviour that affects everyone. All schools within the IFtL are committed to providing a caring, friendly and safe environment so all children and staff can learn and work in a relaxed and secure environment without fear of being bullied or harassed. We actively promote and believe in creating a climate of co-operation and positive behaviour to reduce the number of incidents and likelihood of bullying occurring in all our schools.

We believe:

- All members of the IFtL community have a right to learn or work in an environment that is safe and free from intimidation and fear.
- Everyone has the right to be treated with respect and kindness.
- Preventative measures are paramount to help reduce any possible occurrences of bullying.
- Bullying procedures within each school will be clear and proactive with clear guidelines how to report bullying should it occur.
- The needs of the victim are paramount. If a child feels they are being bullied we will always ensure they are heard, listened to, and the appropriate support put into place.



- Bullying behaviour of any form, including cyber-bullying and any bullying related to any of the protective characteristics, must not be tolerated or minimalised.
- Any issues of bullying will be actively listened to and responded to in a timely fashion.
- Reported incidents will be taken seriously and thoroughly investigated.

Success indicators

All schools within the trust will implement the following indicators:

- Pupils will learn in a supportive, caring and safe environment without fear of being bullied.
- All members of the IFtL community are protected from any form of bullying, intimidation, sexual harassment, discrimination and/ or abusive behaviour; this includes bullying in relation to any of the protected characteristics.
- Individual cases of bullying are dealt with promptly, consistently and in a constructive and fair manner.
- Bullying amongst any member of the IFtL community, whether to another member of staff, a child, a member of the local community, including parent/carers, is viewed as totally unacceptable and appropriate actions and consequences will be implemented according to the severity of the bullying.
- Any cases of bullying will be taken very seriously and timely interventions will occur.
- High quality support and care will be provided to any victim of bullying to immunise the impact and empower them for future life choices.
- Children who have exhibited bullying tendencies or behaviour will be educated to understand the impact of their behaviour to help them adapt this behaviour in future to help them make more positive and informed choices.
- Proactive support and guidance will be given to help children learn from their mistakes and take ownership from them.
- Positive collaboration and close working partnership with parent/ carers are promoted and valued.
- If bullying does occur, all pupils and staff will be confident to tell someone about it and know that all incidents will be dealt with promptly and effectively.
- Anyone who knows that bullying is happening will know what to do and inform someone they trust.

Definition of Bullying

There are many different definitions of bullying in use, however most agree that the key factors that make behaviour bullying, as opposed to being unkind, venting frustration or a non-bullying incident of physical or verbal violence/aggression are:

- repetition of behaviour, systematically undermining a person over a period of time; and
- an imbalance of power between the person on the receiving end of the bullying and the person or persons doing the bullying.

Bullying is when one or more people physically, emotionally or psychologically hurt or cause harm to a person who is in a weaker position than him/her/them, and so is less able to defend himself/herself. Bullying is the abuse of power by one person over another. Bullying



usually happens over a period of time, and consists of a series of different incidents.

Different types of bullying include:

Physical – hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.

Verbal – name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down.

Emotional/psychological – excluding someone from a group, humiliation.

Social bullying (gesture bullying)- is harder to recognise and can often occur behind the victims back. Social bullying is designed to damage/harm someone reputation and/or cause humiliation. Social bullying can include: Lying and spreading rumours, encouraging others to exclude someone, mimicking unkindly, playing nasty jokes to humiliate or embarrass, negative facial or physical gestures, menacing or contemptuous looks, and damaging someone's social reputation or acceptance.

Racist – insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

Sexual – sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact. **Sexual harassment** is any kind of unwanted behaviour of a sexual nature that makes anyone feel humiliated or intimidated, or that creates a hostile environment. This includes insulting sexual names, talks about someone in a sexual way that makes them feel uncomfortable, spreads sexual rumours. This can happen in person, over the phone, or online. We are aware and must be ultra-vigilant for signs of sexual violence and harassment as we know that it is highly prevalent and children often do not talk out about this and even accept it as the 'norm'. We must ensure this is not the case in any of our schools.

Prejudicial or discriminatory bullying – any type of direct physical or verbal bullying, indirect bullying or cyberbullying based on protected characteristics such as age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and/ or sexual orientation

Homophobic bullying – insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence.

Disablist bullying- when people are bullied because they have a disability. This includes verbal, physical, social, exclusion and extortion bullying.

Extortion bullying- where a bully threatens to hurt you if you do not do what they say. You may be forced to give money, possessions, or even your lunch. You may even be forced to steal from school or others.

Exclusion bullying- where the bully isolated their victim and leaves them out of things. So the victim may be left alone at lunchtime because the bully makes sure that few people will speak to you.

Cyber – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites.

All of the types of behaviour listed above are unacceptable and will not be tolerated in any of the IFtL schools. (Please note the list above is not exhaustive and other examples and types should be considered).

We must be aware and be vigilant to any form of bullying, discrimination or harassment of any



nature. However, we need to be particularly aware of the Human Rights Act 1998 and the Equality Act 2010 (including the Public Sector Equality Duty) and any form of behaviour occurring against these rights will not be tolerated under any circumstances. As highlighted within KCSIE September 2023 being subjected to harassment, violence and or abuse, may breach children's rights as stated within the Human Rights Act.

Children who are lesbian, gay or trans (LGBT+), identify as LGBT+ or those who are perceived as being to be LGBT+ may be particularly vulnerable to be bullying and we need to be extra vigilant for signs of this.

At IFtL, we will not tolerate any form of bullying, discrimination or harassment and will ensure they are swiftly and fully investigated. We also believe in educating and supporting our school communities to help prevent the occurrence in the first place.

Rights and responsibilities of our IFtL Community

Everyone within the IFtL community has rights and responsibilities in relation to ANY FORM OF BULLYING, including prejudicial, discriminatory, sexual and cyber, and we must work proactively together to create an environment in which pupils can learn and develop and staff can have fulfilling careers free from harassment and bullying. Any form of bullying will never be tolerated and swift and effective investigations and actions, as appropriate, will be taken to address, educate and support all parties involved.

It is every member of the IFtL community responsibility to speak out and ensure IFtL and the schools provide a safe, happy and nurturing environment free from any form of bullying, intimidation or harassment.

IFtL schools will offer support to parents on how to help their children engage safely and responsibly, including social media, and relationships will be nurtured so mutual trust is created enabling parents/ carers to be confident to raise concerns in an appropriate manner. All schools will actively listen to any concerns and respond immediately according to the issue. It is not acceptable for any pupil, parent or member of staff to carry out any form of bullying to any member of the IFtL community, including parents/ carers with other parent/ carers either face-to-face or via social media.

Signs and Symptoms of Bullying

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. It is therefore imperative all staff and parent/ carers are fully aware and remain alert to the signs and symptoms a child may exhibit if they are being bullied. The possible signs and symptoms are extensive and will be included within the schools specific anti-bullying policy but essentially a change in behaviour is a key indicator.

Outcomes:

Each school will clearly define the specific processes and actions they will take in their Anti-Bullying Policy adopting the core values and aspirations of the IFtL Trust. Every school will endeavor to ensure all parties are happy with the outcomes and follow up as appropriate.



Procedures and Reporting

Any form of bullying should be formally recorded and the systems will be agreed upon at a school level. Bullying will be reported to IFtL on a half termly basis and this will formulate part of the evaluation and monitoring process.

Safeguarding Statement

Safeguarding is everyone's business. IFtL is committed to ensuring that all our children, young people and adults are safe and feel safe.

If you have any concerns at all, raise them **immediately** with the local DSL or IFtL's Head of Safeguarding, Health, Children and Families: vblackmore@iftl.co.uk

For further contact details, see:

- IFtL Child Protection and Safeguarding policy
- IFtL Whistleblowing policy

<https://www.iftl.co.uk/policies/>

