



**Inspiring Futures
Through Learning**

Anti-Bullying Core Values Policy

September 2021 to September 2022

Our IFtL Family

At IFtL, we are committed to developing a family of schools who inspire all of our futures through learning. Schools within our Trust share the same values and ethos; our teams are constantly in the pursuit of development and excellence everyday. We open doors to opportunity and unlock the potential of both our children and our adults so that we all develop the confidence to achieve both our independent and collective ambitions. At IFtL, we are never alone. We know we are stronger together – one united family striving for excellence for all, in everything we do.

IFTL is a trust established by educationalists, with education and improving outcomes for children at the heart of all we do.



Policy name:	IFtL Anti-Bullying Policy
Version:	V3
Date relevant from:	September 2021
Date to be reviewed:	September 2022 <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 Quality Assurance and Safeguarding
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:	Tuesday 31st August 2021

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.*
 - o *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
 - o *Approved by school / department governance bodies.*

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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.

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.
- 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.

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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.
- 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 “having a laugh”, 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

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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.

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.

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.

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).

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.

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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 the IFtL on a half termly basis and this will formulate part of the evaluation and monitoring process.

Safeguarding Statement

Safeguarding is everybody's business. IFtL MAT is committed to ensuring that all our children and young people are safe and feel safe. The right to be safe for any member of the IFtL community is a non-negotiable and paramount. Safeguarding and child protection is crucial and we are fully committed to ensuring the welfare and safety of all our children and staff. IFtL and all the schools within the Trust must fully adhere to all safeguarding and child protection legislation, policy and procedures at all times and under any circumstances. Any concerns at a Trust level will be referred to IFtL safeguarding Leads, Kim Kemp, Sue Martin or Sarah Bennett; within TMA ITTP, Michelle Gardner, and to the relevant designated safeguarding officers within each school for concerns pertinent to children within the school. IFtL fully adheres to all Safeguarding and child protection legislation and MK together

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partnership and Northamptonshire Safeguarding Children Partnership requirements, including the Milton Keynes and Northamptonshire Whistleblowing Policy and procedures.

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