ITALIA CONTI

Anti-Bullying Statement

Policy Introduction

This statement explains Italia Conti's approach to identifying, reporting and responding to bullying.

Students should read this statement if they are concerned about bullying, derogatory language, intimidation, exclusion, cyberbullying, prejudice-based incidents, repeated harmful behaviour or behaviour that affects dignity, confidence, safety or belonging.

The Anti-Bullying Statement should be read alongside the Single Comprehensive Source, the Student Code of Conduct, Staff Code of Conduct, Safeguarding and Child Protection Policy, and Harassment, Sexual Misconduct and Sexual Violence Policy where relevant.

Version control and archive note

This is the statement that was most up to date at the time of publication of Italia Conti's Single Comprehensive Source of Information for OfS Condition E6: Harassment and Sexual Misconduct.

This document will be reviewed and updated in line with its normal policy review cycle. Where a newer version is approved, the Single Comprehensive Source and linked policy folder will be updated accordingly.

Archived copies of previous versions of this statement and the 'Preventing and Addressing Harassment, Sexual Misconduct and Violence' guide are available here.

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If you or someone else is in immediate danger, call 999

For support contact wellbeing@italiaconti.co.uk

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Anti-Bullying Statement

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This statement will be reviewed by the Policy Steering Group every two years.

Contents

1.Introduction 3
2. Aims and Purpose 3
4. Definition of Bullying 3
5. Features of Bullying 4
6. Identifying and reporting concerns about bullying 5
7. Derogatory language 5
8. Prejudice-based incidents 5
9. Reporting Bullying 5
10. Responding to bullying 6
11. Bullying outside of Italia Conti 6
12. Preventative measures 6
14. Links to other policies 7
15. Organisations that can help: 7

1.Introduction

Italia Conti is committed to a supportive, caring and safe learning environment for all students so they can learn in a relaxed and secure atmosphere, without fear of being bullied. Bullying, including discrimination, victimisation or harassment is an anti-social behaviour, which affects everyone; it is unacceptable, and it is not tolerated at Italia Conti.

This statement applies to all students enrolled at Italia Conti, regardless of their background or protected characteristic(s). It should be read in conjunction with the *Student Code of Conduct*, the *Italia Conti Student Disciplinary Policy* and the *Harassment, Sexual Misconduct and Sexual Violence* Policy.

This policy statement is based on Stonewall guidance for preventing and tackling homophobic, biphobic and transphobic bullying. DfE guidance *Preventing and Tackling Bullying* (July 2017) and supporting documents. It also considers the DfE statutory guidance *Keeping Children Safe in Education* (2024).

2. Aims and Purpose

At Italia Conti, the safety, welfare and wellbeing of all students and staff is a key priority. All members of the Italia Conti community have the right to be treated with dignity and respect, regardless of their background or protected characteristic(s), including age, disability, gender reassignment, marital or civil partnership, pregnancy and maternity, race, religion or belief, gender or sexual orientation. We actively encourage and expect all students and staff to behave in an inclusive and tolerant manner towards each other. We take all incidences of bullying seriously and will take measures to prevent and tackle any bullying, harassment, or discrimination.

We actively promote values of respect and equality, and work to ensure that difference and diversity is celebrated across the whole Italia Conti community. We want to enable our students to become responsible citizens and prepare them for their adult life. These values reflect those that will be expected of our students by society when they leave Italia Conti and enter the world of work or further study.

Everyone in the Italia Conti community has a responsibility to report any incident of bullying that comes to their attention; these reports will always be taken seriously. If bullying or harassment does occur, all students should be able to tell a member of staff and know that such incidents will be dealt with promptly, sensitively and effectively. **Anyone**, students or staff, who believes that a student is being bullied or harassed, is expected to report it to the appropriate person.

4. Definition of Bullying

Bullying is behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally", (DfE "Preventing and Tackling Bullying", July 2017).

The nature of bullying can be:

Physical - For example, hitting or physically intimidating someone, or using inappropriate or unwanted physical contact or violence towards someone

Involve attacking property - For example, damaging, stealing or hiding someone's possessions

Verbal - For example, name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone

Psychological or emotional - For example, deliberately excluding or ignoring people, threatening gestures, tormenting, abusive notes

Cyber - For example, using text, email or other social media to write or say offensive, hurtful or threatening things about someone or post degrading images or videos

Discriminatory, For example, about disability, gender, age or other differences.

Harassment is a specific type of bullying, defined in equality legislation as unwanted conduct related to religious belief, political opinion, sex, gender reassignment, race, sexual orientation, disability or age, which has the purpose or effect of violating a person's dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment for that person. Harassment may constitute a breach of the Italia Conti's *Student Code of Conduct*.

5. Features of Bullying

- The behaviour is repeated
- The behaviour is intentional
- The person or group who are carrying out the bullying behaviours have more power than the victim or victims of bullying
- The behaviour causes physical or emotional harm for the individual or group who is targeted

Bullying is deliberate, offensive, intimidating, malicious, abusive or insulting behaviour, which makes the individual feel upset, threatened, humiliated or vulnerable.

It may be bullying when a person or group of people has been made aware of the effects of their behaviour on another person and they continue to behave in the same manner.

Bullying can involve physical or verbal attacks; name-calling; taunting; making offensive or malicious comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours and is the wilful, conscious desire to frighten, dominate, humiliate or hurt someone else thereby damaging their self-confidence or self-esteem.

Bullying may be based on any of the following:

- Race (racist bullying) – religion or belief
- Culture

- Social class or socio-economic background
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Trans identity, including non-binary identity (transphobic bullying)
- Special educational needs (SEN), Additional Learning Needs (ALN), Additional Support Needs (ASN), or disability
- Appearance
- Related to home or other personal situation
- Related to another vulnerable group of people

6. Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly. The extent or effects of bullying can frequently be underestimated. Students who are bullying others also need support to change their behaviour. Students who are aware of bullying (who are often bystanders), can help to assist in addressing it and will be encouraged to do so in a safe way.

All staff are aware that individuals at risk with SEND and / or differences/perceived differences are more susceptible to being bullied. Staff will be aware that individuals who are (or who are perceived to be) lesbian, gay, bi or trans (LGBT) can be targeted by other children.

7. Derogatory language

Derogatory or offensive language is not acceptable. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on ProMonitor. Follow up actions and sanctions, if appropriate, will be taken for students and / or staff found using any such language.

8. Prejudice-based incidents

A prejudice-based incident ~~is a one-off incident of~~ may involve unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. Prejudice-based incidents are taken seriously and recorded and monitored. This not only ensures that all incidents are dealt with accordingly but also helps to prevent bullying as it enables targeted anti-bullying interventions.

9. Reporting Bullying

If a student is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents that take place on Italia Conti premises.

Students are encouraged to:

- Report any bullying incidents or concerns to a member of staff, for example, Wellbeing Officer or their Head of Year;
- Report any bullying incidents or concerns to a peer or Student Rep
- Report any bullying incidents or concerns by emailing Speakup@italiaconti.co.uk

- Call ChildLine to speak with someone in confidence on 0800 1111 or Samaritans on 116 123 for free.

Reporting – Roles and Responsibilities

Staff: All Italia Conti staff members have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the Italia Conti's ethos of preventing bullying. If a staff member becomes aware of bullying, they should reassure the students involved and inform a relevant member of the Wellbeing team.

Senior Staff: The Senior Leadership Team have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that Italia Conti upholds its duty to promote the safety and well-being of all young people.

Students: Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If students witness bullying, they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

10. Responding to bullying

Incidents of bullying will be dealt with in accordance with the procedures set out in the Italia *Conti Harassment, Sexual Misconduct and Sexual Violence Policy* in the first instance but may then be referred to the *Disciplinary Policy* procedures.

11. Bullying outside of Italia Conti

Bullying is unacceptable and will not be tolerated, whether it takes place on or beyond Italia Conti premises. The nature of online bullying in particular means that it can impact on students' well-being beyond the working day. Staff and students are expected to report and respond to bullying incidents outside of Italia Conti according to their responsibilities as outlined in this policy. Appropriate action will be taken, including providing support and implementing sanctions in the college in accordance with the *Student Code of Conduct* and *Disciplinary Policy*).

12. Preventative measures

- Italia Conti's values of equality and respect are embedded across the organisation to ensure that it is as inclusive as possible.

- Our Student Code of Conduct sets clear expectations about acceptable behaviour and how members of the Italia Conti community should treat one another.

- create and support an inclusive environment, which promotes a culture of mutual respect, consideration and care for others, which will be upheld by everyone;

- raise awareness of the nature of bullying through the following steps: the Induction process, Head of Year meetings, the Student Rep system, and the Equality & Diversity Committee (EDIC);

- openly discuss the differences between people that could motivate bullying, such as religion, ethnicity, disability, gender, sexuality or appearance related elements;

- challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others;

  ensure that the pastoral system has clear methods for dealing with incidents with firmness and sensitivity;

- ensure that difference and diversity are celebrated across Italia Conti through diverse displays and images. Italia Conti participates in a range of events to celebrate and raise awareness around EDI.

- ensure that all forms of abusive language, including racist, sexist, homophobic, transphobic, cyber or any other kind of behaviour which demeans individuals and is contrary to the *Equal Opportunities Policy*, is challenged and acted upon by all staff;

- ensure that all teaching and non-teaching staff are aware of the procedures to be followed in cases of suspected bullying;

- celebrate success and achievements to promote and build a positive institutional ethos.

14. Links to other policies

This policy should be read in conjunction with the following Italia Conti policies: Harassment, Sexual Misconduct and Sexual Violence Policy, Sexual Harassment (Staff) Policy, Disciplinary Policy, the Student Code of Conduct, Safeguarding and Child Protection Policy, Equal Opportunities Policy, Promoting British Values Policy, and the Extremism and Anti-Radicalisation Policy.

15. Organisations that can help:

Advisory Centre for Education:	(0207) 354 8321
Childline:	0800 1111
Coram's Children's Legal Centre:	020 7713 0089
KIDSCAPE :	info@kidscape.org.uk
Samaritans	116 123