Lincolnshire Gateway
Academies Trust

Anti-Bullying Policy Including Racial Harassment and Equality related incidents

Date reviewed:	**January 2026**	
Approved by:	**CEO**	**January 2026**
Next review due by:	**January 2028**	

For Office Use Only:

Policy Version: 4.0

To make changes to this policy, please email admin@lincolnshiregateway.co.uk.

The act of bullying, either in the academy or out of the academy, will not be tolerated. It is the responsibility of **all** (parents, staff - including non-teaching, and students) to report a bullying incident to any member of the teaching staff.

We believe that each student has the right to enjoy her or his learning and social time at the academy and that this should be free from intimidation of any kind.

The Trust defines bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Therefore, any repeated or habitual unkind action or comment, including via the use of electronic media, which is intended to hurt an individual will be called bullying. It is important that it must not be confused with childhood/teenage squabbles and arguments where individuals fall out with one another.

It is important that all bullying incidents are reported; students should be encouraged to tell of any bullying that takes place.

1. Bullying can be:

- Emotional - humiliating someone, being unfriendly, excluding, tormenting, spreading rumours, whether true or not.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Driven by a prejudice - this may be homophobia, racism or victimising those who have special needs or disabilities. It may be due to home circumstances.
- Cyber Bullying - any form of bullying using a mobile phone or the internet, chat room, social networking sites, instant messaging or email.

An additional record will be kept for Equality Related Incidents regarding Disability, Race, Age, Religion and belief, Gender reassignment, Sex (Gender) and Sexual Orientation.

Bullying will be dealt with seriously. Senior and Pastoral staff are very experienced in dealing with bullying incidents and will advise/support any member of staff who has to deal with any such incident.

When a case of bullying is reported, either verbal, physical or via electronic devices, staff must react to the situation as soon as possible. It is also important that staff are alerted to signs of bullying within their classes or tutor groups.

There are several courses of action available, depending on the nature and severity of bullying. They include:

- Interview with the bully
- Interview with the victim
- Interview witnesses
- Interview bully and victim together.

If the bullying is serious, then

- Parents/carers of both the victim and the bully should be contacted
- All incidents should be logged
- Appropriate staff alerted so that more acute observation can take place.

The Trust will make sure that whatever the outcome of investigations all parties will be left in no doubt as to the effects of bullying and the Trust's Policy - that is:

- Parents/carers of both bullies and victims will need to be informed where appropriate of the outcome of the investigations and of any immediate sanctions or likely sanctions should there be a recurrence.

- Victims will be reassured (if appropriate, in the presence of the bully), and instructed to inform staff of any further occurrence.
- A log of all reported bullying should be kept. In the case of racial harassment or equality related incidents, an additional incident form must be completed.

Bullying can be deterred by:

- Allowing and encouraging students to have clear channels of communication with their House Tutor and Senior Pastoral staff.
- Providing a place where a student can talk in confidence.
- Incorporating a regular 'slot' on bullying into the assembly tutor programme.
- Maintaining even closer links with home and the academy to improve lines of communication.
- Regular reviewing of supervision duties at break and lunch.
- Dealing quickly and firmly with incidents of bullying. In extreme cases this may include suspension of the bully (or permanent exclusion).
- Supporting staff in the development of their abilities to handle children in emotionally tense situations.
- Encouraging students to take responsibility for themselves and others, by observing the academy's Code of Conduct, Anti-Bullying Policy, and Behaviour Policy.
- Informing students about the appropriate use of electronic devices and media.

As a Parent/Carer

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend the academy, feel ill regularly, or not complete work to their normal standard. In the case of cyber bullying, they may spend more time on their devices or become agitated when they receive calls or messages.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the academy **Immediately**. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
  Tell your child there is nothing wrong with them. It is not their fault that they are being bullied.
- Make sure your child is fully aware of the Anti-Bullying Policy and that they should not be afraid to ask for help.

2. Cyber Bullying

Cyberbullying can take many forms and can go even further than face-to-face bullying by invading personal space and home life, and can target more than one person. It can also take place across age groups and target pupils, staff and others, and may take place inside school, within the wider community, at home or when travelling. It can sometimes draw bystanders into being accessories. Cyberbullying can include the following:

- Threatening, intimidating, or upsetting text messages
- Threatening or embarrassing pictures and video clips
- Disclosure of private sexual photographs or videos with the intent to cause distress
- Silent or abusive phone calls
- Using the victim's phone to harass others, to make them think the victim is responsible
- Threatening or bullying emails, possibly sent using a pseudonym or someone else's name
- Menacing or upsetting responses to someone in a chatroom

- Unpleasant messages sent via instant messaging
- Unpleasant or defamatory information posted to blogs, personal websites and social networking sites, e.g. Facebook NB.

The above list is not exhaustive, and cyberbullying may take other forms. The Trust has a zero-tolerance approach to cyberbullying. The Trust views cyberbullying with the same severity as any other form of bullying and will follow the sanctions set out in this policy if they become aware of any incidents.

Pupils will be encouraged to report incidents of cyberbullying in person to a trusted member of staff. Pupils will be informed that, when reporting cyberbullying incidents, they should keep hold of the evidence, e.g. text messages, dates and times.

Where offensive content is posted online targeting a staff member or pupil, the person targeted will be encouraged to use the reporting mechanism on the website or social media platform to request its removal. Where the person who posted it is known to the academy, the Principal will request they remove it directly. The academy will support pupils who have been victims of cyberbullying by holding discussions with the pupil about their feelings and whether the bullying has stopped. In accordance with the Education Act 2011, the academy has the right to examine and deal with the any material found as appropriate, involving the DSL or police as required. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone provided there is good reason to do so.

3. Generative artificial intelligence (AI)

Artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard. Lincolnshire Gateway Academies Trust recognises that AI has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

LGAT will treat any use of AI to bully pupils in line with our anti-bullying and behaviour policies.

4. Bullying outside school premises

Principals have a specific statutory power to discipline students for poor behaviour outside of school premises. Section 89 (5) of the Education and Inspections Act 2006 gives Principals the power to regulate students conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as a school or public transport, outside the local shops, in a town or village centre.

The Principal will also consider whether it is appropriate to notify the police. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the Police will always be informed.

BULLYING is a serious offence and will **NOT** be tolerated under any circumstances at any of our academies.

5. Monitoring and review

The Trust will review the policy every two years and assess its implementation and effectiveness.

6. Links with other policies

- Behaviour policy
- Equality information and objectives