



Waltham
Gateway
Academy



Anti-Bullying Policy Including Racial Harassment and Equality related incidents

Date reviewed:	April 2025	
Approved by:	Board	April 2025
Next review due by:	September 2027	

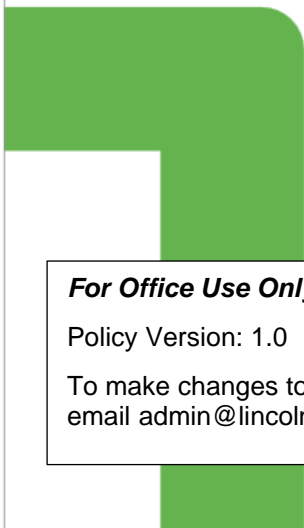
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Policy Version: 1.0

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Lincolnshire Gateway
Academies Trust



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.
- Support will be in-line with the relational approach as outlined through the TISUK training and ethos.

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.
- Ensuring support and pastoral care fully meets the needs of all pupils, including those in the RSP with specific SEMH needs.
- Linking to other policies such as the Behaviour Policy and following the approach and ethos as set out through TISUK.

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.

- 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. **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.

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. **Monitoring and review**

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

5. **Links with other policies**

- Behaviour policy
- Equality information and objectives