Policy Name	**Anti-Bullying, Racist and Prejudice-Related Behaviour Policy**
Policy Number	**LFTSFQ/0021**
Date of Issue	**September 2026**
Reviewed by	**Mr K Chatfield**
Date next review	**September 2027**

Introduction

Landau Forte QEMS and Landau Forte Sixth Form is an Academy where each individual is entitled to and receives respect. The staff, governors, students and Parents/Carers will work together to create a climate of positive relationships, care and mutual respect, through all aspects of Academy life. This Academy is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our Academy is equal and should be treated with respect.
The Academy will implement this policy in accordance with its duties under the Equality Act 2010. Incidents motivated by prejudice relating to race, religion, disability, sex, sexual orientation, gender reassignment or any other protected characteristic will be taken seriously and addressed appropriately. Reasonable adjustments will be made where required for students with SEND, medical needs or other identified vulnerabilities.

Aims and Purposes of the Policy

Bullying of any kind is unacceptable and will not be tolerated. At our Academy the safety, welfare and well-being of all students and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole Academy community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote the values of respect and equality and work to ensure that difference and diversity are celebrated across the whole Academy community. We want to enable our students to become responsible citizens and to prepare them for life in 21st century UK. These values reflect those that will be expected of our students and by society when they leave the Academy and enter the world of work or further study.

We are committed to improving our Academy's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

The policy will be reviewed by students through the student leadership team and bullying ambassadors and staff focus group annually. The policy is reviewed by the governors annually.

(1) Definitions

Bullying

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group physically or emotionally and often involves an imbalance of power. (DfE)

Bullying behaviour is usually characterised by its persistence (which means the victim is suffering ongoing hurtful behaviour from the bully); it is not usually a single or isolated incident where people who are usually friends have a disagreement or fall out.

Bullying happens in different ways including:

- Insulting comments or ridicule. These may be of a homophobic nature where a victim's real or perceived sexuality is subject to humiliation.
- Child on child abuse is not seen as banter or as a normal part of growing up.
- Verbal aggression (especially when coupled with bad language).
- Cyberbullying includes abuse, harassment or threats through digital technologies, including social media, online gaming platforms, messaging services, chat rooms, email, mobile telephone calls, text messages, image and video sharing, AI-generated content and any other internet-enabled or electronic communication platforms.
- Physical abuse
- Emotional Abuse
- Extortion
- Stealing or hiding possessions

- Sexual harassment/

Bullying can be based on any of the following things, including protected characteristics:

- Race (racist bullying)
- Religion or belief
- Gender
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity or reassignment (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Age
- Appearance or health conditions
- Culture or class
- Related to home or other personal situation

No form of bullying will be tolerated and all incidents will be taken seriously. The Academy recognises that some students, including those with SEND, disabilities, communication difficulties, social interaction needs or other identified vulnerabilities, may be at increased risk of bullying and may require additional support when reporting concerns or engaging in investigations.

Racism

For racist behaviour, actions or language do not have to be persistent, single incidents can be racist in their nature. Racist behaviour may share the characteristics of bullying as outlined above. The behaviour will focus upon the differences between the person who is being racist and the victim, in respect of skin colour, ethnic origin or background and cultural or religious beliefs.
A racist incident is any incident which is perceived to be racist by the victim, any other person or a member of staff. Racist behaviour may be verbal, physical, written, online or indirect and may occur as a one-off incident or as part of a pattern of behaviour.
The Academy will also record and respond to incidents involving prejudice related to disability, religion or belief, sexual orientation, gender reassignment, sex or any other protected characteristic.

(2) Guidelines

Indicators – for Parents/Carers, Academy staff and other students:

The following are possible indicators that a student is being bullied/ racially abused:

- Is frightened of walking to or from Academy.
- Does not want to use public transport - wants to be driven to Academy.
- Changes their routine.
- Displays emotionally based school avoidance or increased levels of non-attendance.
- Increases in anxiety and lacks confidence.
- Engages in self-harm or expresses thoughts of suicide.
- Starts to underachieve.
- Damage or loss of personal belongings.
- Starts stealing money from home/elsewhere.
- Shows signs of physical abuse.
- Home behaviour changes – stops communicating.
- Eating patterns are disrupted.
- Becomes nervous of internet or mobile phone usage.

Procedures if these behaviours are taking place

(A) As a student:

1. TELL someone. E-mail safeguarding@lfatq.safeguarding.org.uk; Tell your Parents/Carers. In The Academy tell staff - your PT, HOY, Student Support Officer or anyone else you trust.

2. Avoid situations which put you at risk.

3. If you are in that situation, explain clearly and loudly that you don't like what is going on - walk away from the situation and call it out, get help!

4. DO NOT BLAME YOURSELF FOR WHAT IS HAPPENING. Reports of bullying, racism and prejudice-related behaviour will always be taken seriously and investigated appropriately.

5. If you see someone being treated in this way, do not join in, Call it out, TELL an adult what you have seen/heard.

(B) As a Parent/Carer

1. If you believe your son/daughter may be being bullied or abused talk to them calmly about what is happening and record what they say. Take note of **who** is involved, **when** it has occurred and **where it has taken place. Contact the Academy immediately and ask to speak to or see the student support officer or HOY. If the SSO is not available, ask to speak to a senior member of staff.**

2. Please reassure your son/daughter that they have not done anything wrong and that they shouldn't blame themselves.

3. Similarly, please do not encourage your son/daughter to hit back or retaliate - our experience shows that this behaviour does not improve the situation.

4. If the behaviour is only happening outside of Academy, it may be that you need to consider involving the Police, as well as informing the Academy.

(C) As a member of staff:

All incidents of Bullying and Racism will be dealt with within the Rewards and Actions to Improve Behaviour processes within Academy.

1. All members of staff need to respond to incidents of a bullying or racist nature, ensuring safety and support for all the students involved. Written accounts must be taken and recorded centrally on CPOMS. If staff cannot respond straightaway, they need to pass the matter on to their Behaviour Support Officer or DSL or Assistant Principal.

2. Parents/Carers should be involved ASAP and asked to come to Academy at the earliest possible opportunity.

3. The context and previous history will determine whether incidents are handled within Academy or by outside agencies including the Police.

4. Staff should ask for the appropriate level of support from the Senior Leadership Team after the initial disclosure.

5. Dependent on the level of intervention necessary to positively change behaviours, firstly mediation and then monitoring of the ongoing situation needs to take place from the perspective of both the victim and perpetrator with feedback to Parents/Carers.

6. Victims will be offered appropriate support, which may include pastoral support, mentoring, counselling, safeguarding intervention or referral to external agencies where appropriate. The Academy will seek to ensure that students who have experienced bullying, racist behaviour or prejudice-related incidents feel safe, supported and able to fully access their education.

7. Following investigation, all actions taken, outcomes, support offered and communications with Parents/Carers will be recorded on CPOMS. Appropriate follow-up monitoring will take place to ensure the behaviour has ceased, that those affected feel safe and supported, and that any agreed actions have been completed.

(D) Senior Leadership Team:

The Senior Leadership Team and Principal have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the Academy upholds its duty to promote the safety and well-being of all members of the Academy community. In addition to the pastoral team, the Assistant Principal responsible for Student Support is the leader responsible for this policy.

(E) Bullying outside of School:

The Education and Inspections Act 2006 gives Head teachers the power "to such an extent as is reasonable" to regulate the behaviour of students when they are off the Academy site. This includes bullying that happens anywhere off the Academy premises, for example on public transport or in a town centre. Academy staff can also choose to report bullying to the police.

Source: Department for Education guidance on bullying outside school.

(3) Strategies for dealing with Bullying

- Ensuring that there is a promotion of an open and honest anti-bullying ethos in the Academy
- Investigate all allegations of bullying
- PSHE program that discuss' issues such as diversity and anti-bullying messages
- Calendared anti-bullying week
- Poster and leaflet campaigns – designed and written by students
- Assemblies that promote a sense of community
- Restorative justice approach
- Acceptable Internet Use policy is signed by all and e-safety are discussed in ICT lessons
- Ongoing staff induction and CPD training programme
- Adequate staff supervision during social time
- Clear and consistently applied policies for Behaviour and Uniform

The Academy does not accept harmful behaviour being dismissed as "banter", "just a joke" or "part of growing up". Behaviour that causes harm, humiliation, intimidation, distress or fear will be addressed regardless of intent.

The following disciplinary steps may be taken:
Sanctions will be proportionate to the seriousness, frequency and impact of the behaviour and will take account of age, SEND, safeguarding considerations and individual circumstances.

- Official verbal warning to cease offending
- Exclusion from certain areas of the Academy premises e.g. restaurant, yard, or certain activities
- Detentions
- Referral to senior staff and/or external agencies e.g. Counselling, Police.
- Removal to the Refocus Learning Area
- External fixed term or permanent exclusion.

(4) Development

As an Academy we are committed to ongoing review and development of our policies and processes which promote positive student relationships whilst changing the negative behaviours of bullying and racism. This will be done by:

- Ongoing curriculum development in learning sessions and Personal Tutor time on positive relationship building.
- Awareness sessions in Assemblies and Personal Tutor time.
- Student Council as an effective voice to support students and evaluate policy and process.
- Electronic survey every two years to look at student perceptions and evidence of bullying and racist behaviours.
- Training and support for staff on the issues and development of internal and external agency support/contacts.
- The Academy will monitor bullying, racist and prejudice-related incidents and report trends to Governors and Trust Leaders as appropriate.

(5) Further Support Available

For students
http://www.childline.org.uk
Anti-Bullying Alliance
Young Minds
CEOP (reporting online abuse or exploitation)
http://www.themix.org.uk (mental health, bullying and wellbeing support for young people)

For Parents/Carers
Department for Education – Advice for Parents and Carer Cyberbullying
http://www.kidscape.org.uk/parents/
https://www.anti-bullyingalliance.org.uk/tools-information/advice-parents
Internet Matters
Child Net

For staff
https://www.gov.uk/government/publications/preventing-and-tackling-bullying

LANDAU FORTE CHARITABLE TRUST

Date	**September 2026**
Change Made	**Various**
Made By	**Mr K Chatfield**