



Lumen Academy

Embrace Educate Empower

Anti-Bullying and Racial Harassment Policy

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Review Date: September 2027

Document History

Version	Status		Date	Author	Summary Changes
V1			Sep 24	M Sethi	
V2			Sep 25	M Sethi	Repeated incidences are shared with SLT

Introduction

At Lumen Academy we strive to provide a secure and pleasant environment where all young people and adults have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying.

This policy has been created to understand that we have an ethos in which bullying/harassment are considered to be unacceptable by all members of the Academy and to identify and deal effectively with incidents of bullying/harassment in Lumen Academy.

Definition

Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power and is usually premeditated. Bullying is not confined to a location but can happen through new digital media and social networking. Cyberbullying is as serious as any other form of bullying and will be managed in the same way as any other form of bullying.

Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality. Harassment is defined as any kind of unreasonable behaviour which alarms, distresses or torments someone else.

Guidelines

All negative behaviour will be recorded on pupils' files and monitored with appropriate action taken by the Pastoral Team. Any repeated incidences are followed by and shared to the Senior Leadership Team.

- Copies of outcomes are given to the Senior Leadership Team.
- All students named are spoken to by the Pastoral Lead and the relevant mentors.
- Parents are invited into the Academy if their child has been consistently named three times or more.

It is important that all reported incidents of bullying and racial harassment are taken seriously and dealt with quickly and effectively. The following points are considered when dealing with incidents:

- We never ignore suspected bullying.
- We do not make assumptions.
- We listen carefully to all accounts.
- We adopt a problem-solving approach.
- We follow up shortly after intervention to check that bullying has not reoccurred.

Annually students are asked in the Student Questionnaire whether they feel safe in the Academy and provide the staff and the Advisory Board with an overview of students' experiences in feeling safe and regarding any bullying.

REPORTING AND RECORDING

Parents are encouraged to contact the mentors, or the DSL should they have any concerns about their child being bullied.

Bullying including homophobic bullying and racial harassment are serious offences. Parents and individuals have the right to take legal action in cases where there has been a failure to deal effectively with bullying. This action can be against the individual(s) or against the Academy. When a bullying incident is identified, it is important to make a record of who was involved, what happened and how it was followed up.

PROCEDURES FOR DEALING WITH BULLYING/RACIAL HARASSMENT

Where bullying including homophobic bullying or racial harassment has been identified, the following procedures should take place:

- Carry out immediate investigation and obtain as much fact as possible.
- If bullying is proven, the student's behaviour is recorded in their file and dealt with accordingly. Racial or homophobic bullying usually results in an appropriate consequence.
- Notify each student's mentor and the senior leadership team.
- At this stage Restorative Justice principles will be followed with the bully and the victim spoken to about the incident. In particular, the bully should be made aware of their behaviour and the harmful effect it has on the victim. The victim should be supported and encouraged to report any similar instances.

When persistent bullying occurs:

- Parents of both the bully and the victim should be contacted about the incident and advised of the action the Academy will be taking.
- Persistent bullying, racial or homophobic harassment should result in parents being asked to visit the Academy to discuss the child's behaviour in an attempt to remedy the situation.
- Make sure that all incidents and action taken are accurately recorded in writing, with copies added to each student's file. Persistent bullying can result in termination of their contract with Lumen Academy or criminal prosecution and as such, accurate and factual records are essential.

Equal Opportunities

This policy will be applied equitably to all students irrespective of ethnicity/ gender/ religion or special educational need. This also relates to our equality key principles located within the equality policy:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.

4. We observe good equalities practice in staff recruitment, retention and development
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our young people.

Reviewed By:	Summer Clark	September 2026
Next Review Date:		September 2027
Approved by Director:		1 st September 2026
Signed:		



Monika Sethi
Principal and Director