Strood Academy

Anti-Bullying Policy

Academic year 2024/25

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Anti-Bullying Policy for Strood Academy

Introduction: Building a Safe and Inclusive Learning Environment

Strood Academy is dedicated to fostering a safe and welcoming space where all students can learn and thrive. Bullying has no place in our school, and we take a firm stance against it. This policy defines bullying, explores its various forms, outlines reporting procedures, and details the consequences for those involved.

What is Bullying?
Bullying is repeated, unreasonable behaviour directed towards an individual or group that causes distress, humiliation, or fear. It can be physical, verbal, social, or cyberbullying.

- Physical bullying involves hurting someone physically or damaging their belongings.
- Verbal bullying includes name-calling, teasing, insults, and threats.
- Social bullying involves excluding someone from a group or activity, spreading rumours, or damaging someone's reputation.
- Cyberbullying is bullying that takes place online or through electronic devices. This can include sending mean text messages, posting embarrassing pictures or videos online, or excluding someone from online groups.

Bullying can be emotional, physical and mental. It can include the inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Promoting Online Safety with Smoothwall

Strood Academy utilises Smoothwall, a comprehensive program that safeguards students online. This program scans the content students type on their Chromebooks, identifying inappropriate material and filtering websites based on predefined categories. This ensures a safer browsing experience for everyone.

Smoothwall goes beyond simple filtering. It also functions as a real-time monitoring system, called Smoothwall Monitor. This system flags potential incidents as they happen by monitoring both what students type (keystrokes) and what they view on their screens. When students attempt to access harmful content, safeguarding staff are notified promptly.

Smoothwall serves as an extra layer of protection for our students, both in school and when they access the internet with their Chromebooks at home. Students who deliberately misuse their Chromebooks to bully others will face appropriate disciplinary sanctions.

Forms of bullying covered by this Policy:
Including those relating to:

- Child on child abuse
- Race, religion or culture.
- LDD (learning difficulties or disability).
- Appearance or health conditions.
- Sexual orientation (homophobic bullying).
- Young carers or looked after children or otherwise related to home circumstances.
- Gender, sexual and transphobic bullying.
- Preventing, identifying and responding to bullying
- Online bullying

The school will:
- Be vigilant in student and staff interactions with each other and inform the students support manager or member of the college team as appropriate if any bullying concerns are raised.
- Encourage students to be vigilant and make staff aware of any known bullying to ensure it can be dealt with.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Provide regular opportunities to develop students' social and emotional skills including empathy.
- Consider all opportunities for addressing bullying including through the curriculum, displays, assemblies, peer support, Student Council.
- Track and monitor the incidents of bullying.
- Regularly supervise key areas of the school with the support of CCTV to maximise vigilance of student interaction.
- Provide a safe place for vulnerable students.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Ensure that bullying is not tolerated.
- Monitor concerns of bullying through the school email address which is bullying@stroodacademy.org and the college worry boxes.

- Provide support for students to ensure that they know how to be safe online e.g assemblies, form time sessions and through the RSE (Relationships and Sex Education) curriculum.
- Ensure that students follow the ICT and internet acceptable use policy, making sure that students use chromebooks and the internet in a safe manner [ICT and internet acceptable use policy](#)
- Ensure the wireless internet connection is secured.
- Ensure filtering and security measures are in place to avoid inappropriate use of devices(smoothwall)

Involvement of students: We will:

- Regularly request students' views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying and know who to talk to.
- Ensure all students are aware of the severity of bullying and the sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in the Academy.
- Offer support to students who have been bullied and to those who are bullied in order to address the problems they have. Students will be protected from bullying and aggressive behaviour. Parents, staff and students will work together to resolve these issues and use appropriate strategies to change behaviour.
- Students should report concerns of bullying through the school email address which is bullying@stroodacademy.org or provide information in the college worry box.

Parents and Carers should:
- Know to contact their child's Form Tutor or student support manager in the first instance, if they are worried about bullying.
- Have access to the behaviour/anti-bullying policy.
- Be supported when bullying is reported.
- Be knowledgeable about our complaints procedure and how to use it effectively.
- Be able to access independent advice about bullying.
- Work with the school to address issues beyond the school gates that give rise to bullying. Email college teams with any concerns : victory@stroodacademy.org hercules@stroodacademy.org   trafalgar@stroodacademy.org

Creating a Safe and Respectful Environment: Preventing Sexual Harassment

Strood Academy is committed to fostering a learning environment free from sexual harassment. This includes any unwelcome sexual behaviour, comments, jokes, or advances. We take all allegations seriously and will conduct a thorough investigation into any complaints.

Supporting Victims

Students who experience sexual violence or harassment will receive our full support. The Academy's pastoral team will provide them with appropriate resources and guidance.

Education and Prevention

Through positive and informative RSE (Relationships and Sex Education) lessons, students will gain a clear understanding of key concepts like consent, sexual violence, and sexual harassment.

Consequences

Any student found engaging in negative sexualised behaviour will face disciplinary action aligned with the school's behaviour policy. In addition, depending on the severity of the case, the authorities (police and social services) may be involved. We believe in offering educational support alongside consequences to promote positive change.

Involvement of outside agencies
The Academy works positively with external agencies. It seeks support from them to ensure that the needs of all students are met by utilising wherever possible a range of available external support. These companies, individuals or professional agencies all offer a wealth of support, especially those with mental health or emotional well being issues.

Reporting Procedures
We encourage all students who experience or witness bullying to report it immediately. There are several ways to report bullying:

- Tell a trusted adult: This could be a teacher, Student support manager, school administrator, parent, or another trusted adult.
- Use the anonymous reporting system: The school has a worry box outside every college base which is an anonymous reporting system.

- Report it online: There are many resources available online to help students who are being bullied. You can find a list of resources on the school desktop. Students can also report bullying directly at bullying@stroodacademy.org

What Happens When Bullying is Reported?

All reports of bullying will be taken seriously and investigated promptly. The school will take appropriate action to stop the bullying and to ensure the safety of the student who was bullied. This may include:

- Talking to the students involved in the bullying: The school will talk to the students involved in the bullying to understand what happened and to take appropriate disciplinary action.
- Mediation: In some cases, mediation may be an option to help resolve the conflict between the students involved.
- Support for the student who was bullied: The school will provide support to the student who was bullied to help them cope with the effects of the bullying. This may include pastoral support or external support

Consequences for Bullying

Bullying is a serious offence and will result in disciplinary action. The consequences will vary depending on the severity of the bullying. These may include:

- Time in our internal engagement room
- Time out in our lodge provision
- An off site placement in another school
- A direction off site
- Suspension
- Permanent exclusion

Prevention

Strood Academy is committed to preventing bullying. The school will take steps to create a positive and inclusive school climate where bullying is not tolerated. These steps may include:

- Anti-bullying curriculum: The school will integrate anti-bullying education into the curriculum.
- Positive behaviour expectations: The school will have clear expectations for student behaviour.

Confidentiality

The school will keep all reports of bullying confidential to the extent possible. However, the school may need to disclose information if there is a concern about the safety of a student.

Review

This Anti-Bullying Policy will be reviewed regularly to ensure that it is effective in preventing and responding to bullying.