



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.

To ensure a positive learning environment is created in which all stakeholders feel safe we:

- encourage an ethos of respect and support for all.
- raise awareness of what is considered bullying behaviour and ensure that students are equipped with the skills to deal confidently and positively with incidents of bullying if they occur.
- engage with all members of the Strood Academy community to ensure that we create a learning environment in which bullying will not be tolerated.
- Update and review our practices regularly, informing parents of any changes made to our anti bullying policies or procedures, and signposting them to any useful resources

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.

- Verbal bullying - involving name calling or making use of written notes, e-mails or mobile phone messages, pictures or video clips (so called 'cyber bullying'); this bullying may include threats of physical violence, racist insults or threats, sexual insults or threats or other prejudice based behaviour.
- Physical bullying - consisting of deliberate jostling, bumping, pushing or shoving or sexual touching. Those responsible may maintain that it was accidental when first detected, but it is a criminal offence if it involves assault, actual bodily harm or wounding. This type of bullying may involve theft or damage to property, accompanied by the threat of violence. Not all theft or damage is bullying, but it is where it is repeated and the intention is to create fear or to intimidate.
- Indirect bullying - involving the manipulation of social networks with the intention of belittling an individual or individuals or excluding them or marginalising them from their friends and normal relationships; this can be by spreading rumours or making malicious accusations and might involve cyber bullying.

- Cyber bullying can be multifaceted and therefore the following protection is in place:
 - an Acceptable Use Policy (AUP) that includes clear statements about e-communications
 - assemblies highlighting cyber bullying and CEOP (Child Exploitation and Online Protection), a multi-agency service dedicated to tackling the exploitation of children.

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
- Young carers or looked after children or otherwise related to home circumstances.

- Gender and sexual identity including Homophobic, Bi-phobic and Transphobic (HBT) behaviour or those perceived to be LGBTQ+
- Preventing, identifying and responding to bullying
- Online bullying

Procedures for reporting incidents:

All students are encouraged to feel that it is right to tell someone if they are being treated unkindly or if they think someone else is being treated in an unkind way. These incidents of unacceptable behaviour are recorded on Bromcom. Monitor concerns of bullying through the school email address which is bullying@stroodacademy.org and the college worry boxes which are checked at regular intervals.

Where bullying is suspected to be happening, it will be dealt swiftly with through a variety of techniques to resolve the issues between those who bully and those who have been bullied in keeping with our Behaviour and Safeguarding Policies.

Staff suspecting an incident of bullying/unkind behaviour should:

- record any unkind behaviour on Bromcom
- If it has occurred Several Times On Purpose, reassure the young person that their concerns are being taken seriously and will be investigated
- avoid labelling students as 'a bully' and 'a victim' – after an incident both students may need support to rebuild and reinforce self-image and esteem or restorative facilitation
- contact the relevant SeniorLeader as soon as possible with further details of the incidents

Students experiencing Bullying should:

- 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

All reported incidents of persistent unkind behaviour or bullying should be investigated using the following procedure:

- appropriate students will be interviewed and statements will be taken
- copies of statements and any supporting evidence gathered will be stored electronically using Bromcom
- details of all actions taken will be recorded on Bromcom under 'Actions'
- The recipient and perpetrator of any bullying incident will be spoken to by the appropriate member of staff and where appropriate, mediation will take place. Parents of both parties will be contacted and informed.

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 in our lodge provision
- An off site placement in another school
- A direction off site
- Suspension
- Permanent exclusion

Roles

The Academy 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.

- Ensure that bullying is not tolerated
- 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)

The Senior Leadership will:

- respond to student and parent voice to review and amend anti-bullying practices.
- monitor, review and update anti-bullying policy and report incidents of bullying in order to ensure the safety of all members of the academy
- ensure that all staff have a clear understanding of the South Axholme anti-bullying policy through leading safeguarding updates throughout the year
- ensure that the policy is implemented through Progress and Achievement Leader meetings
- strive to enhance the quality of safeguarding work in relation to bullying and link this to the personal development **program to create a culture where unkind** behaviour is challenged
- formally consult parents about their child's safety and well-being once a year, for example, through parents' evening surveys, student voice surveys

Governors will:

- ensure that an anti-bullying policy is in place and is reviewed annually
- ensure that any serious incidents of bullying are communicated in the termly governors report

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:

- regularly speak to their child in order to promote a social conscience and awareness that reporting unkind behaviour/ bullying is the right thing to do
- be aware of and support the academy's anti-bullying policy and procedures and use these to assist their child in understanding the impact of unkind behaviour/bullying behaviour including knowing how to contact their child's Form Tutor or student support manager in the first instance, if they are worried about bullying.
- support the academy's actions in dealing with proven cases of unkind behaviour/bullying
- work with the academy in order to support their child in developing positive responses to incidents of unkind behaviour/ bullying consistent with the academy's anti-bullying procedures
- engage in the Early Help process if wider support is required
- be responsible for monitoring their child's e-communication and social media use. Should cyberbullying occur, parents are responsible for ensuring that the appropriate reporting mechanism is used. For example, the report feature on Facebook, red flag on Youtube or report to the local police
- 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

Appeals Process for Bullying Incidents

At all times the Academy will seek to work with parents and students to ensure that incidents of unkind behaviour/ bullying are dealt with to the satisfaction of all concerned. If at this point an agreement cannot be reached, the matter may be dealt with through the formal complaints procedure detailed on the website

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 Safeguarding 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.

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.