



Anti-Bullying Policy

AIMS AND OBJECTIVES

As part of its Safeguarding role, the College aims to teach the value of integrity, morality and a concern for others and to develop pupils' self-confidence, and independence so that they are well-equipped to play an active role in society.

The College's Code of Conduct explicitly states that pupils should show courtesy, respect and consideration for others. All members of the College community, pupils, teachers and operational staff, should be free from fear of bullying. Everyone should feel able to speak out and report any concerns about bullying in the knowledge that they will be listened to and that the matter will be investigated. Employees should refer to the Staff Code of Conduct.

Bullying is not tolerated at Dulwich College.

Bullying is viewed as a serious offence which may result in suspension from the College.

DEFINITION OF BULLYING

Bullying is any behaviour which is intended to hurt someone in any way or to make someone feel uncomfortable or unhappy.

Any form of bullying is unacceptable. Taunting, verbal or physical abuse, whether inside or outside the classroom, and other forms of victimisation are totally against our ethos. Bullying may take several forms. Remarks deemed to be racial, sexual, cultural, religious, homophobic, about a disability or special educational needs will not be tolerated. Equally cyber bullying (on social websites, mobile phones, text messages, photographs and email) is totally unacceptable. Bullying can cause serious psychological damage and even suicide. Reference should be made to the College's Behaviour Policy and the section on "Respect for others".

Physical violence of any type is a serious matter and will not be tolerated. If you witness any confrontation, report it to a member of staff.

Serious bullying may result in action being taken under the College's Safeguarding Policy.

Actions for preventing and tackling bullying

In order to prevent and tackle bullying, the College:

- ensures all pupils understand the College's approach to bullying and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders;
- assures pupils that if they report bullying they will be listened to;

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- teaches pupils about issues of difference (such as religion, ethnicity, disability, gender or sexuality) in lessons and assemblies and through dedicated events or projects;
- teaches pupils about online safety and cyber-bullying;
- applies disciplinary measures to pupils who bully, in order to show clearly that their behaviour is wrong, such measures being applied fairly, proportionately, consistently and reasonably (taking account of any special educational needs or disabilities that the pupils may have);
- takes into consideration the motivations behind bullying behaviour and recognises that a child engaging in bullying may need support themselves;
- involves parents to ensure that they are clear that the College does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied;
- provides effective staff training, so that all staff understand the principles and purpose of this policy, the College's legal responsibilities regarding bullying, how to resolve problems, and where to seek support; and
- regularly evaluates and updates its approach to take account of developments in technology, for instance updating 'acceptable use' and online safety

Teaching about bullying forms part of the curriculum through the Wellbeing programme.

What are the signs of bullying?

It is not always easy or even possible to tell whether someone is upset. Young people who feel under emotional pressure may find it hard to talk. There may be changes in behaviour, such as shyness and nervousness, demands for attention, feigned or real illness. Work and sleep patterns may change. There may be lack of concentration or withdrawal, and a pupil who is being bullied or feels vulnerable may be unwilling to attend school.

Pupils

Staff encourage children to report if they are being bullied or suspect someone else is being bullied it is very important to tell someone who may be able to help. This may be a friend, a member of your family, any of the grown-ups in school or who they feel comfortable with.

Pupils who are being bullied will be suitably supported and pupils who bully others will be sanctioned and be given suitable help and guidance.

Initiation ceremonies of any kind will not be tolerated.

Staff

Staff are in charge of upholding the ethos that bullying is unacceptable at Dulwich College. Staff who have concerns about bullying should tell an appropriate person, (in most cases this will initially be the pupil's Form Teacher or Key Person). Staff will be required to make written records of bullying cases; such cases of bullying will be collated in respective School offices by the Head of School and passed on the Deputy Master Pastoral to enable patterns to be identified following termly reviews. INSET training on a regular basis will continue to raise staff awareness about bullying and its potential consequences which could cause significant harm.

The College has regular visits from outside speakers (e.g. NSPCC), who talk about bullying and bullying features in our wellbeing curriculum through circle time, assemblies and stories.

Parents

Parents who have concerns about bullying should tell an appropriate person. In most cases this is likely to be your child's Form Teacher or Key Person but, where there is a cause for serious concern, the Head of DUCKS must be informed at the earliest opportunity and followed up in writing. If the problem continues, the Deputy Master Pastoral should then be informed in writing.

Actions in Cases of Suspected Bullying

Cases of suspected bullying will be investigated thoroughly and carefully. All those involved will be given the opportunity to talk about the matter with an appropriate person who will then take the necessary action. A record of the investigation and its outcome will be kept.

Sanctions

The College will support victims of any form of bullying. All sanctions available to the College will be used to reflect upon actions, help change future behaviours or in some cases remove pupils who bully fellow pupils or harass staff, in or out of school. In extreme cases this may involve permanent exclusion and the College will also work with other agencies, if appropriate. Other sanctions include suspension from the College (up to two days) and appropriate sanctions as set out in our achieving positive behaviour policy. Peer on peer abuse

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Further Guidance

Department for Education Guidance and resources:

- DfE [Preventing and Tackling Bullying](#) (October 2014)
- DfE [Cyberbullying: advice for headteachers and school staff](#) (November 2014)
- DfE Supporting Children and young people who are bullied: advice for schools (March 2014)
- NSPCC Bullying and cyberbullying
- Bullying UK – Part of Family Lives www.bullying.co.uk

Other policies:

Achieving positive behaviour policy
Online safety policy
Golden rules
Safeguarding
Staff code of conduct

Reviewed: September 2018

Next Review due: September 2019