



ANTI-BULLYING POLICY (YEARS 7 TO 13)

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 requires us all to show courtesy, respect and tolerance 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.

Bullying is not tolerated at Dulwich College.

Bullying is viewed as a serious offence which in extreme cases may result in permanent exclusion from the College.

Any form of bullying (including cyber-bullying) is unacceptable and totally against our ethos.

Bullying can cause serious psychological damage and even suicide.

Definition of Bullying

Bullying is any behaviour which is intended to hurt someone in any way or to make someone feel uncomfortable or unhappy. Bullying can take many forms and can include:

- Emotional, psychological or physical abuse and other forms of victimisation;
- Threatening or aggressive behaviour;
- Making offensive comments about someone (including comments related to their race, religion, sexuality, disability or a special educational need);
- Taunting, mocking, name calling, teasing or saying untrue things about a person;
- Pushing, hitting or kicking;
- Taking money or other things from a person, without their consent or by use of force or pressure;
- Excluding people from groups;

- Spreading hurtful and untruthful rumours;
- Initiation ceremonies intended to cause pain, anxiety or humiliation; and
- Cyber-bullying (see below).

Although bullying sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others, and over a period of time.

Cyber-bullying

The term “cyber-bullying” includes:

- Bullying by texts or messages or calls on mobile phones;
- Use of mobile phone cameras to cause distress, fear or humiliation;
- Posting threatening, abusive, defamatory, or humiliating material on websites;
- Hi-jacking email accounts (using someone else’s identity);
- Making threatening, abusive, defamatory or humiliating remarks in chatrooms;
- Posting threatening, abusive, defamatory or humiliating material on reunion or networking sites.

Location

Bullying can take place inside and outside the classroom, and inside and outside school.

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, are clear about the part they can play to prevent bullying and what they should do if they become aware of bullying;
- assures pupils that if they report bullying they will be listened to;
- 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 on-line safety and cyber-bullying through the Wellbeing programme, assemblies and the programme of visiting speakers;
- teaches pupils about the importance of voicing concerns related to bullying and their responsibility

to report bullying of any nature and that they must not be a bystander;

- 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 on-line safety policies

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, real or feigned illness. Work and sleep patterns may change. There may be lack of concentration or withdrawal. A pupil who is being bullied or feels vulnerable may be reluctant or unwilling to attend school.

Pupils

If you 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, a School Prefect, your Form Tutor, your Head of Year, your Head of School, the College Counsellor, the Chaplain, your Housemaster, a member of the Medical Centre or anyone else you feel you can confide in. It is important to share with another person any concern about bullying which is worrying you.

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

Bystanding

A bystander is someone who is aware that bullying is happening but does nothing about it. Do not be a bystander. If you become aware that someone is being bullied, you should report it to a member of staff.

Bystanding behaviour will be challenged.

Staff

Staff are responsible for ensuring that bullying remains totally alien to the culture of the College.

Staff who have concerns about bullying should tell an appropriate person. In most cases this will initially be the pupil's Form Tutor or Year Head.

Staff are required to keep records of bullying cases. The records are regularly reviewed by Deputy Master Pastoral and Heads of School to enable patterns to be identified.

Regular INSET training maintains staff awareness about bullying and its potential consequences.

The College also has regular visits from outside speakers (e.g. Redthread), who talk about bullying.

Boarders

This policy will be provided to all parents of boarders and will also be available and known to all staff and boarders.

We have regard to the National Minimum Standards for Boarding schools (especially standards 12, 17 and 19), including briefing prefects and other pupils given relevant positions of responsibility, on appropriate action to take should they receive any allegations of bullying.

During House meetings, boarders are regularly reminded about this policy and the areas of support, both within and outside of the school community. This information is also displayed.

The views of boarders are also secured through half-termly forums.

We have regard to the National Minimum Standards for Boarding schools (especially Standard 12 - Promoting positive behaviour and relationships), including briefing senior pupils given positions of responsibility over other pupils, on appropriate action to take should they receive any allegations of bullying.

Parents

Parents who have concerns about bullying should tell an appropriate person. In most cases this is likely to be your son's Form Tutor or Year Head but, where there is a cause for serious concern, the Head of School or the Deputy Master Pastoral should be informed in writing. If the problem continues, the Master 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.

Victims

The College will support victims of bullying.

Sanctions

All sanctions available to the College will be used to correct, punish or 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 the police, if appropriate. Other sanctions include suspension from the College (up to two days) and Saturday morning (or Head of School) detention for less extreme cases.

Behaviour Policy

Reference should be made to the College's [Behaviour Policy](#) (Years 7 to 13), including the section on "Respect for others" and to the College's [Peer-on-Peer Abuse Policy](#).

Further Guidance

Department for Education Guidance:

- "Safe to learn – Embedding anti-bullying work in Schools" (2007)
- "School support for children and young people who are bullied" (March 2014)
- "Preventing and Tackling Bullying" (October 2014)
- "Cyberbullying: advice for head teachers and school staff" (November 2014)