DUCKS
KINDERGARTEN & INFANTS' SCHOOL

DUCKS ANTI-BULLYING POLICY

Aims and Objectives

As part of its safeguarding role, DUCKS 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.

Bullying is not tolerated at DUCKS. Bullying can cause serious psychological damage and even suicide. Bullying is viewed as a serious offence which may result in exclusion from DUCKS.

The College's Code of Conduct states that pupils should show courtesy, respect and consideration for others.

All members of the DUCKS community 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.

Definition of Bullying

Bullying is any behaviour which is repeated, intended to hurt someone in any way (physically or emotionally).

DUCKS does not tolerate any form of bullying, including:

- Physically abusive or threatening behaviour.
- Child on child abuse, taunting, verbal abuse or other forms of victimisation.
- Comments that are offensive in relation to an individual's age, sex, race, religion, disability, special educational needs, sexuality or gender identity.
- Cyber bullying (i.e. bullying via use of social media, mobile phones, text messages and email).

Duty to Report

Anyone witnessing or becoming aware of bullying should report it.

Actions for preventing and tackling bullying

In order to prevent and tackle bullying, DUCKS:

- ensures all pupils understand DUCKS' 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;

- 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 DUCKS 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, their 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 its approach to acceptable use of technology 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. Children who feel under emotional pressure may find it hard to talk. Signs of bulling may include the following:

- 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.

- A child who is being bullied or feels vulnerable may be unwilling to attend school.

Pupils

Staff encourage pupils 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 the child's family, any of the grown-ups in school or who they feel comfortable with.

Pupils who are being bullied will be suitably supported.

Pupils who bully others will be sanctioned and will be given suitable help and guidance.

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

Staff

Staff are in charge of upholding the ethos that bullying is unacceptable at DUCKS. 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 are required to make written records of bullying cases (which are shared with the College's Deputy Master Pupils & Safeguarding), which help ensure that cases are effectively managed and that patterns are identified.

INSET training on a regular basis will continue to raise staff awareness about bullying and its potential consequences.

Staff should also refer to the Staff Code of Conduct.

Parents

Parents who have concerns about bullying should tell an appropriate person. In most cases this is likely to be their 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 parents are seriously concerned, they may also contact the College's Deputy Master Pastoral & Safeguarding (safeguarding@dulwich.org.uk).

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.

DUCKS will support any victims of bullying.

A record of the investigation and its outcome will be kept.

DUCKS will work with other agencies, if appropriate.

Sanctions

All sanctions available to DUCKS will be used to reflect upon actions, help change future behaviours and protect pupils and staff. In serious cases fixed-term or permanent exclusion may be required.

Please also see the DUCKS Achieving Positive Behaviour Policy.

Further Guidance

Department for Education Guidance and resources:

- DfE Preventing and tackling bullying (July 2017)
- DfE Cyberbullying: advice for headteachers and school staff (November 2014)
- NSPCC Bullying and cyberbullying
- Bullying UK – Part of Family Lives www.bullying.co.uk

Other policies:

- DUCKS Achieving Positive Behaviour Policy
- Online Safety Policy
- Safeguarding (Child Protection) Policy
- Staff Code of Conduct

Policy Owner:	Head of DUCKS
Last Reviewed:	March 2026
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