JUNIOR SCHOOL 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 and the Junior School core values require 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. Bullying based on protected characteristics is taken particularly seriously. Any form of bullying is totally against our ethos.

Bullying can cause serious psychological damage and even lead to suicide.

Definition of bullying

Bullying is any behaviour, which is intended to hurt someone or a group of individuals in any way (physically or emotionally). It is often motivated by prejudice against particular groups, for example on the grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or is a carer. It may occur directly or through cyber-technology. Bullying can take many forms including:

- 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 occurs 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.

Prevention

In the safe, tolerant and respectful environment for which we aim, we seek to prevent bullying through:

- our Wellbeing programme;
- form groups and pastoral support;
- Assemblies;
- the celebration of positive behaviour;
- the Junior School Values;

- an annual anti-bullying week.

as well as through the actions, example and words of staff working in partnership with parents to deliver a consistent message that bullying is unacceptable.

By keeping our **Core Values** at the heart of the Junior School (including '**Do the right thing'** and **'Care for others'**), we make clear that bullying is totally unacceptable.

Where bullying, or suspected bullying, does occur, it can be prevented from any escalation by the vigilance and timely intervention of staff, all of whom regularly receive training in identifying and dealing with bullying. Reporting of unacceptable behaviour to relevant colleagues, and careful record-keeping, allow the pastoral teams to identify emerging patterns of unacceptable behaviour and intervene before they develop into significant trends.

When and where bullying is most likely to happen: guidance to staff

Bullying can take place anywhere at any time; however, it is most likely to happen outside normal lesson time in communal areas such as:

- Designated social areas e.g. Playground and the Astroturf area;
- Corridors and stairwells;
- Changing rooms and toilets;
- Walking in between lessons (for example to the Music School or DT/Art block);
- During clubs;
- When doing an activity that is not led by Staff members.

To reduce the likelihood of bullying taking place in these areas, the following preventative measures have been put in place:

- Staff Duty Rota - to ensure permanent supervision in the main communal areas before school from 07:55am, at break time, lunchtime and after school until 4pm;
- Reminders to staff (at briefings and via email) about the importance of being vigilant when carrying out duties;
- Guidance to staff about the necessity for punctuality to lessons and supervision at the beginning and end of each day;
- Teaching staff eating their lunch with children;

- Supervision of the changing rooms;
- No access, at school, to Social Networking accounts for pupils;
- E-Safety is taught within Computing lessons, including cyberbullying, and discussed in Wellbeing lessons; Internet Safety Day is celebrated each year;
- Teachers and Support staff accompany children in Years 3 and 4 to lessons that occur outside the Junior School and to/from lunch;
- Pupils' mobile phones or other devices are handed into the Junior School office for the duration of the school day. No message-receiving devices (including smart watches) may be used during the day;
- Mobile phone numbers of pupils are kept on record in case they need to be referenced against offensive calls or text messages.

Everyone in the Junior School has the ability to contribute towards making the Junior School a safe and happy place where bullying will have no place and where bullying behaviour will be challenged and eliminated. It is the duty of all staff to ensure 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 Teacher or the Deputy Head Pastoral and Operations).

Staff can and should:

- Be familiar with the definition of bullying;
- Ensure that pupils understand the definition of bullying and know the Junior School's stance on bullying and are confident about the Junior School's ability to deal with it;
- Monitor changes in pupils' or colleagues' behaviour (e.g. becoming shy, nervous or withdrawn; pretending to be ill; taking unusual absences; in the case of younger children, clinging to adults, excessive visiting of Medical Centre);
- Ensure that pupils reporting bullying are listened to sympathetically and their allegations are thoroughly investigated;
- Make sure that a person being bullied feels safe and knows how and where to get support;
- Make sure that pupils are aware that there are various adults that they can turn to - in the first instance this would be their Form Tutor but could also be other Junior School staff and the Counsellor.
- Ensure that children are aware of the 'pastoral postbox' as a way to seek help if they find it difficult to begin a conversation with an adult;

- Make children aware of external agencies that they can turn to (e.g. Childline);
- Record and report cases of bullying;
- Help to foster a climate of respect through their own words and actions;
- Prevent the use of inappropriate language (e.g. the casual and pejorative use of the term 'gay').

To ensure that bullying is unable to take hold in the Junior School, the following procedures will take place:

- Provision of training to new staff at induction and to all staff regularly, through Inset and briefings;
- Promotion of awareness of where and when bullying is most likely to take place and ensure actions are taken to reduce the risk (see above);
- Promotion of the anti-bullying policy and stance on bullying in assemblies and other activities, focussing particularly on this during "Anti-Bullying Week";
- Ensuring that awareness of bullying is raised, and anti-bullying measures are taught through the Wellbeing programme and assemblies (see Wellbeing curriculum);
- The use of assemblies, presentations, drama workshops and news items to raise the awareness of bullying, the Junior School's stance on it and develop pupils' understanding of the potential impact on people's lives of being bullied;
- Ensuring that pupils know about the roles they can take in preventing bullying;
- Provision of pastoral post-boxes in each classroom where children can seek support or anonymously report incidents of bullying;
- Communicating to parents (via handbooks issued at the beginning of each academic year) guidance on anti-bullying measures in place and make this policy available on request;
- Ensuring that parents are confident that the Junior School will take any complaint about bullying seriously;
- Reviewing its policy and procedures in the light of data and any complaints;
- Informing parents if their child is being bullied or is bullying someone else;
- Reviewing its policy and procedures in the light of data and any complaints;
- Celebration of the success of anti-bullying measures and a positive culture where no one fears to learn.

Pupils

If a pupil feels that they are being bullied, suspects that someone else is being bullied, or has any concern about bullying, they can report this to any adult in the Junior School such as their Form Teacher, Year Group Coordinator, Head of School, the College Counsellor, the Chaplain, their Housemaster, a member of staff in the Medical Centre or anyone else in whom they feel they can confide.

Safeguarding posters are displayed in each classroom encouraging children to seek help if needed. These include who to talk to and the Childline number.

There is also a 'Pastoral Postbox' for those who would like to report a problem anonymously or who would prefer an adult to initiate the conversation. In Years 5 and 6, pupils can use the Tootoot app to anonymously report worries or concerns, including any incidents of bullying.Pupils who are, or feel that they are, being bullied, will be appropriately supported; pupils who bully others will also receive help and guidance, in addition to any appropriate sanctions.

Staff

Staff are responsible for ensuring that bullying remains totally alien to the culture of the College. Staff have a duty to understand, support and implement this policy through the following procedures:

The Head of Junior School's responsibilities are:

- To determine the more detailed measures (rules, rewards, sanctions and behaviour management strategies) on behaviour and discipline that form the Junior School Behaviour Policy, and acting in accordance with that policy;
- To publicise the measures in the behaviour policy and draw them to the attention of pupils, parents and staff at least once a year;
- To determine and ensure the implementation of a policy for the pastoral care of the pupils;
- To always ensure the maintenance of good order and discipline during the school day (when pupils are present on the school premises and whenever the pupils are engaged in authorised school activities, whether on the school premises or elsewhere).

The Junior School Deputy Head Pastoral and Operation's responsibilities are:

- To log all incidents of bullying and work with the pastoral teams to promote awareness of where and when bullying is likely to occur, ensuring that action is taken to reduce the risk, particularly through the staff duty rota;
- To regularly review bullying records to evaluate the effectiveness of the College's procedures and to enable patterns to be identified;

- Parents, guardians and carers are informed if an investigation of an allegation that their child is being bullied, or is bullying, is in progress.

Teachers' responsibilities are:

- To promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to them, which includes ensuring as far as possible that pupils are free from bullying and harassment;

- To apply the relevant rewards and sanctions lawfully. While bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour.

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

Regular INSET training maintains staff awareness about bullying and its potential consequences. The College also has visits from outside speakers, who talk about bullying.

Parents, guardians and carers

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 Year Group Coordinator but, where there is a cause for serious concern, the Deputy Head Pastoral and Operations, the Head of the Junior School or the College's Designated Safeguarding Lead should be informed in writing. If the problem continues, the Master should then be informed in writing.

External support

Staff, pupils and parents are made aware of how to access the support offered by agencies with expertise in the prevention or resolution of bullying such as Childline and the Samaritans.

Procedures for the investigation of suspected bullying and sanctions

The Junior School has a clear set of procedures in place to deal with incidents of bullying (whether reported by staff member, pupil or parents). They are as follows:

1. The Deputy Head Pastoral and Operations and Head of Junior School will be notified by the Form Tutor or another member of staff if bullying is thought to have taken place.

2. The report of bullying will be investigated as soon as possible.

3. All notes from discussions and/or meetings will be passed to the Safeguarding Coordinator and uploaded to CPOMS. Any child-on-child abuse concerns will be recorded appropriately on CPOMS and in the College's Child-on-Child Abuse Log.

4. Pupils involved in bullying will receive sanctions, with a Detention being the most likely first one. A pupil who has bullied another pupil will also receive appropriate guidance, education and support to prevent a negative pattern of behaviour from developing.

5. In most cases, the Deputy Head Pastoral and Operations and Head of Junior School will add follow up comments on CPOMS and will feedback to parents as to the results of the investigation.

Relevant Related Policies

Reference should also be made to the following policies which can be located on the College's website: https://www.dulwich.org.uk/about/policies/policies

- Code of Conduct
- Equal Opportunities And Inclusion Policy (Pupils)
- ICT Acceptable use Policy (Pupils)
- Junior School Behaviour Policy
- Exclusion Policy
- Online Safety Policy
- Safeguarding (Child Protection) Policy
- Sharing Nudes and Semi-Nudes (including Sexting)

Policy Owner:	Head of Junior School
Last Reviewed:	August 2026
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