DULWICH COLLEGE
FOUNDED 1619

ANTI-BULLYING POLICY (YEARS 7 TO 13)

Aims and Objectives

Two of the College's principal objectives are 'to ensure that all pupils feel equally secure and valued' and 'to nurture a supportive community that encourages a sense of social responsibility'. As part of its safeguarding role, the College aims to teach the values 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 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, prejudice-based and discriminatory) is unacceptable. Bullying on the basis of protected characteristics is taken particularly seriously. Any form of bullying is totally against the College's ethos.

Bullying can cause serious psychological damage and even 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:

- physical - hitting, kicking or pushing people around, spitting, or taking, damaging or hiding possessions;
- verbal - name-calling, taunting, teasing, insulting or demanding money;
- exclusionary behaviour - intimidating, isolating or excluding a person from a group;
- general unkindness - spreading rumours or writing unkind notes, phone texts or e-mails;

- cyber-bullying - using the internet, mobile 'phones, social networking sites and gaming to upset someone else;
- sexting – such actions can cause significant emotional harm for the pupils involved;
- sexual - talking to or touching someone in a sexually inappropriate way;
- sexist - related to a person's gender or gender reassignment;
- racist, or relating to someone's religion, belief or culture;
- related to a person's sexual orientation;
- related to a person's home or family circumstances; e.g. housing or parenting;
- related to a person's disability, special educational needs, health or appearance.

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 (or similar devices) to cause distress, fear or humiliation;
- Posting threatening, abusive, defamatory, or humiliating material on websites or social media sites;
- Hacking email accounts (using someone else’s identity);
- Making threatening, abusive, defamatory or humiliating remarks in chatrooms;
- Posting threatening, abusive, defamatory or humiliating material on social media sites.

Location

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

Intention

Some individuals may see their hurtful behaviour as ‘a joke’ or ‘banter’. Regardless of intention, these kinds of behaviour are unacceptable and have a negative impact on the victim. It is important that behaviour of this type is taken seriously and discussed with all the pupils involved (and dealt with as bullying

where appropriate). However, sometimes these behaviours can be corrected quickly with advice and without disciplinary sanctions. A pupil who does not respond appropriately to the advice of a teacher about their behaviour can expect a serious sanction.

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 etc.) 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 bystanders;
- Provides a variety of routes for pupils to report bullying, including anonymous reporting;
- 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 its ICT Acceptable Use Policy (Pupils) and Online Safety Policy.

Confidentiality & Reporting (including 'tootoot')

In most cases, it is possible to investigate an allegation of bullying without revealing the identity of the person who raised the concern. Wherever possible, anonymity will be respected.

Pupils are encouraged to make use of the 'tootoot' app, which is a tool for anonymous reporting being rolled out throughout the College.

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. They might fear that exposing the issue will make it worse. 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 (whether inside or outside of College) 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 or mentor, your Form Tutor, your Head of Year, your Head of School, the College Counsellor, the Chaplain, your Housemaster, your Boarding Housemaster, Housekeeper/Matron, Boarding House Tutor 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 have a duty to understand, support and implement this policy through the following procedures:

The Principal Deputy's responsibilities are:

- To determine the more detailed measures (rules, rewards, sanctions and behaviour management strategies) on behaviour and discipline that form the Behaviour Policy (Years 7 to 13) and acting in accordance with that policy.

- To publicise the measures in the Behaviour Policy (Years 7 to 13) 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 in the Lower, Middle and Upper Schools.

- To ensure the maintenance of good order and discipline at all times during the school day in the Lower, Middle and Upper Schools (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 Principal Deputy's, the Deputy Master Pupils & Safeguarding's and Heads of School's responsibilities are:

- To 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 Child-on-Child records to evaluate the effectiveness of the College's procedures and to enable patterns to be identified.

- To ensure 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 policy 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 or Head of Year.

Staff are required to keep records of bullying cases.

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

The College has regard to the National Minimum Standards for Boarding schools (especially Standards 13 (Securing boarders' views), 21 (Prefects) and 15 - 17 (Promoting positive behaviour, Preventing bullying, and Promoting good relationships)), including as follows:

- Prefects and other pupils with relevant positions of responsibility over other pupils are briefed on appropriate action to take should they receive any allegations of bullying.

- During Boarding 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 in the Boarding Houses. It is recognised that boarders who are being bullied (off line) cannot escape their bullies for long periods of time as they are not going home as often. As such, it is particularly important that boarders feel comfortable about reporting bullying to staff in the knowledge that it will be dealt with effectively.

- The views of boarders are secured through regular forums.

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 Head of Year but, where there is a cause for serious concern, the Head of School or the Principal Deputy should be informed in writing. If the problem continues, the Master should then be informed in writing.

Procedures for the investigation of Suspected Bullying and Sanctions

Cases of suspected bullying will be investigated thoroughly and carefully as soon as possible. Investigations will usually be led by relevant Heads of Year and Heads of School, although the wider pastoral team will be involved in more serious cases.

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 on CPOMS and, where appropriate, a child-on-child abuse form will be completed and sent to the PA to the Deputy Master Pupils & Safeguarding.

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 and Saturday morning detention for less extreme cases. The College will also offer guidance, education and support to pupils who have bullied other members of the community. A bullying incident will be treated as a child protection concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm.

Victims

The College will support victims of bullying.

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.

Relevant Related Policies

Reference should also be made to the following policies which can be located on the College's website:

- Behaviour Policy (Years 7 to 13) (particularly the section on "Respect for others")
- Code of Conduct
- Equal Opportunities and Inclusion Policy (Pupils)
- ICT Acceptable Use Policy (Pupils)
- Mobile Phone and Wearable Device Policy
- Online Safety Policy
- Safeguarding (Child Protection) Policy
- Sharing Nudes and Semi-Nudes (including Sexting)

Further Guidance

Department for Education Guidance:

- "Preventing and Tackling Bullying" (July 2017)

Policy Owner:	Deputy Master Pupils & Safeguarding
Last Reviewed:	September 2026
Date of Next Review:	Michaelmas Term 2027