Sawley Junior School

Anti-bullying Policy

Version: September 2026

VERSION CONTROL			
VERSION	**DATE**	**AUTHOR**	**CHANGES**
v.1	Oct 2018	AB	Version Control sheet added
v.2	SEPT 2021	AB	Updated
v.3	SEPT 2022	AB	Reviewed & Updated Policy Updated and changes made to align to KCSIE 2022 Governor approval 29.9.2022
V4	SEPT 2026	NS	Reviewed in light of updates to the following policies: Child Protection Policy Behaviour Policy Attendance Policy Online Safety Policy SEND Policy Governor approval: 28.9.26

Statement of Intent

Sawley Junior School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of bullying.

At Sawley Junior School, we want every child to Aspire, Achieve and Thrive. We are committed to creating a safe, inclusive and welcoming school where all pupils feel respected, valued and able to belong. Positive relationships are at the heart of our school community and bullying of any kind will not be tolerated.

As a school we take bullying and its impact seriously. Bullying can affect a child's wellbeing, confidence, attendance and ability to learn.

We recognise that bullying may also constitute a safeguarding concern and, in some circumstances, may be considered child-on-child abuse. Where this is the case, concerns will be managed in line with the school's Safeguarding and Child Protection Policy.

What is Bullying?

At Sawley Junior School, we use the Anti-Bullying Alliance definition:

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where there is an imbalance of power. It can happen face to face or online."

Bullying is different from occasional disagreements, friendship fallouts or conflict between children. Staff will carefully investigate concerns before determining whether an incident meets the definition of bullying.

Why is it Important to Respond to Bullying?

Bullying hurts.

No one deserves to be a victim of bullying.

Everybody has the right to be treated with respect.

Pupils who bully need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

At Sawley Junior School we believe that all children have the right to feel safe, accepted and included. We are committed to fostering a culture of kindness, empathy and respect where differences are celebrated and everyone feels a sense of belonging.

Forms of Bullying Covered by this Policy

Bullying can happen to anyone.

This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical or mental health conditions.
- Bullying related to sexual orientation.
- Bullying via technology or cyberbullying.
- This includes prejudice-based bullying, including:
- Racist bullying
- Disability-related bullying
- Homophobic bullying
- Biphobic bullying
- Transphobic bullying
- Sexist bullying
- Bullying related to faith, culture or ethnicity
- Bullying linked to family circumstances, care experience or social disadvantage

Online Bullying (Cyberbullying)

We recognise that bullying can take place both in person and online. Online bullying (sometimes called cyberbullying) occurs when technology is used to deliberately hurt, threaten, embarrass, exclude or target another person.

Online bullying may occur through:

- WhatsApp groups and messages
- Social media platforms
- Gaming platforms and chat functions
- Text messages
- Video-sharing platforms
- Online group chats
- Email
- Image-sharing apps
- Artificial intelligence (AI) generated or manipulated images

Examples of online bullying include:

- Sending unkind, threatening or abusive messages
- Sharing embarrassing photos or videos
- Creating fake accounts
- Spreading rumours online
- Excluding someone from online groups
- Encouraging others to target or isolate an individual
- Sharing screenshots of private conversations
- Posting comments designed to humiliate or upset another person
- Using AI tools or edited images to mock, embarrass or harm others

Online bullying can have a significant emotional impact and will be taken as seriously as face-to-face bullying.
Where online bullying affects the safety, wellbeing or learning of pupils, the school may investigate and take action even if the incident occurred outside school hours or off the school site.

Safeguarding

At Sawley Junior School, we recognise that bullying can sometimes be a safeguarding concern and, in some cases, may be considered child-on-child abuse.
Bullying may become a safeguarding concern where it involves:

- Racist abuse
- Homophobic, biphobic or transphobic bullying
- Sexual harassment
- Sexual violence
- Child-on-child abuse
- Sharing of inappropriate images
- Online exploitation
- Hate incidents
- Threats of serious harm
- Targeting of vulnerable pupils, including pupils with SEND

Where bullying raises safeguarding concerns, staff will respond in line with the school's Child Protection and Safeguarding Policy and concerns will be reported to a Designated Safeguarding Lead without delay. All prejudice-based incidents will be recorded and monitored, whether or not they meet the definition of bullying.

Children More Vulnerable to Bullying

National research highlights that some groups of children may be more vulnerable to bullying than others. This may include pupils with SEND, pupils with medical needs, children with social workers, looked after children, young carers, pupils from minority ethnic groups and children who are perceived as being different.
Staff will consider whether reasonable adjustments are required to support these pupils in reporting concerns, accessing support or participating fully in anti-bullying work.

Preventing Bullying

At Sawley Junior School we prevent bullying by:

- Teaching our school rules: Be Ready, Be Respectful and Be Safe.
- Promoting positive relationships through our Behaviour Policy.
- Teaching respect, empathy and kindness through PSHE, RE and assemblies.
- Celebrating diversity and difference.
- Developing emotional literacy and resilience.
- Using School Council, pupil voice and surveys to identify concerns.
- Providing Mini Leaders, Peer Mediators and trusted adults for support.
- Teaching online safety and responsible technology use.
- Working proactively with parents and external agencies where appropriate.

Reporting Bullying

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher
- A teaching assistant
- Additional opportunities to report concerns may include:
- Worry boxes
- Peer Mediators
- Mini Leaders
- Direct contact with senior leaders
- Parents raising concerns on behalf of their child

Children are encouraged to report concerns about bullying, including incidents that occur online, on social media platforms, within WhatsApp groups or through online gaming platforms. All concerns will be taken seriously and dealt with sensitively and appropriately.

Responding to Bullying

When bullying is reported or suspected, staff will:

- Listen carefully.
- Take concerns seriously.
- Investigate thoroughly.
- Inform parents where appropriate.
- Support all pupils involved.

All confirmed bullying incidents and prejudice-based incidents will be recorded and monitored by senior leaders to identify patterns, trends and vulnerable groups. Where appropriate, incidents will be recorded on MyConcern and managed through safeguarding procedures.

Consequences will be applied in line with the Positive Relationships and Behaviour Policy.

Supporting Pupils

Pupils who have experienced bullying

- Listen and reassure
- Provide ongoing support
- Work with parents
- Monitor wellbeing and safety

Additional support may include trusted adult check-ins, emotional literacy support, social skills interventions, Family Liaison support or referral to external agencies where appropriate.

Pupils displaying bullying behaviour

At Sawley Junior School we believe that children can learn from mistakes and be supported to make better choices.
We will:

- Help pupils understand the impact of their actions.
- Use restorative conversations where appropriate.
- Support pupils to repair relationships.
- Work with parents to secure positive change.
- Provide targeted support where needed.
- Apply consequences fairly and consistently in line with school policy.

Responsibilities

Governors

- Monitor implementation of the policy.
- Review bullying data and trends.

Headteacher and Senior Leaders

- Ensure the policy is implemented consistently.
- Monitor incidents and outcomes.

Staff

- Challenge bullying behaviour.
- Report concerns promptly.
- Provide support to pupils.

Parents and Carers

- Work in partnership with the school.
- Report concerns promptly.

Pupils

- Treat others with kindness and respect.
- Report concerns about bullying.

Monitoring and Review

The school will regularly monitor:

- Bullying incidents
- Prejudice-based incidents
- Pupil voice
- Parent feedback
- Safeguarding information

Senior leaders will review patterns and trends to identify vulnerable groups and inform future preventative work.
This policy will be reviewed annually or sooner if required following changes in legislation, statutory guidance or school procedures.

Supporting Organisations and Guidance

National Guidance

- DfE: Preventing and Tackling Bullying
  https://www.gov.uk/government/publications/preventing-bullying
- DfE: Keeping Children Safe in Education (KCSIE 2026)

  https://www.gov.uk/government/publications/keeping-children-safe-in-education--2
- DfE: Behaviour in Schools

  https://www.gov.uk/government/publications/behaviour-in-schools--2
- DfE: Relationships Education, Relationships and Sex Education (RSE) and Health Education

  https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education

General Support

- Anti-Bullying Alliance https://anti-bullyingalliance.org.uk/
- Childline https://www.childline.org.uk/
- Family Lives https://www.coramfamilylives.org.uk/
- Kidscape https://coramkidscape.org.uk/
- NSPCC https://www.nspcc.org.uk/
- Young Minds https://www.youngminds.org.uk/

SEND

- SEND Code of Practice

  https://www.gov.uk/government/publications/send-code-of-practice-0-to-25
- Derbyshire SENDIASS https://www.derbyshireiass.co.uk/home.aspx
- Derbyshire Local Offer https://www.localoffer.derbyshire.gov.uk/home.aspx
- Mencap https://www.mencap.org.uk/
- Changing Faces https://www.changingfaces.org.uk/

Online Safety and Cyberbullying

- Childnet https://www.childnet.com/
- Internet Matters https://www.internetmatters.org/
- ThinkUKnow https://saferinternet.org.uk/resource/thinkuknow-advice-from-ceop
- UK Safer Internet Centre https://saferinternet.org.uk/
- Internet Watch Foundation https://www.iwf.org.uk/

Equality, Hate and Prejudice-Based Bullying

- Stonewall https://www.stonewall.org.uk/
- Proud Trust https://www.theproudtrust.org/
- Anne Frank Trust https://www.annefrank.org.uk/
- Kick It Out https://www.kickitout.org/
- Tell MAMA https://tellmamauk.org/
- Educate Against Hate https://www.educateagainsthate.com/

Sexual Harassment and Harmful Sexual Behaviour

- Anti-Bullying Alliance https://anti-bullyingalliance.org.uk/
- NSPCC https://www.nspcc.org.uk/
- Lucy Faithfull Foundation https://www.lucyfaithfull.org.uk/
- Shore Space https://shorespace.org.uk/
- Disrespect Nobody https://www.gov.uk/government/collections/disrespect-nobody-campaign