



The Federation of St Elphege's and Regina Coeli Catholic Schools



Anti-Bullying Policy

Scope:	Federation		
Date Adopted:	Spring 2015		
This Review:	Spring 2025	Every 3 Years	Monitoring & Evaluation
Next Review:	Spring 2028		
Approved:	EHT:		
	Governor		



The Federation of St Elphege's and Regina Coeli Catholic Schools



'With God all things are possible'

'Where there is love, there is God'

The Federation of St Elphege's and Regina Coeli Catholic Schools will give every child the best possible education because each individual is uniquely created and precious to God. As a Catholic community, guided by the Holy Spirit, we will follow the example of Jesus Christ in all aspects of daily life.

With the help of God's love, the Federation of St Elphege's and Regina Coeli Catholic Schools will seek to develop the whole child. Each child is uniquely created and precious to God and it is the Federation's mission, guided by the Holy Spirit, to nurture each child's spiritual, moral and academic growth.

Inspired by the teachings of Christ we will...

- Develop our children's faith, spirituality and joy in the love of God
- Educate our children to the highest standards thus realising their own potential
- Instil in our children the knowledge, skills and confidence to succeed and take pride in their achievements recognising we each have special gifts and talents
- Encourage everyone to be more than they thought possible, in a secure and loving environment
- Promote a caring community where we will all behave well. We will be dignified in our actions, demonstrating good manners, tolerance, kindness and generosity to ourselves and others
- Prepare our children today to become tomorrow's responsible and independent individuals equipped to face life's challenges
- Ensure our Federation is a happy, safe and welcoming place where we all enjoy learning, work hard, support one another and do our best
- Create an active partnership of love, joy and high expectations between children, parents, carers, staff, governors, parishes and the wider community

Inclusion statement

The school community will ensure that ALL children irrespective of race, ethnicity, nationality, gender (including those who identify as transgender), sexual orientation, ability, special educational need, disability, faith or religion, age, culture, socio-economic or home background will have equal access to the breadth of this policy.

The achievements, attitudes and well-being of all our children matter and the school will endeavour to promote their individuality. Children with learning disabilities and gifted and talented children will be allowed to express themselves according to their ability. Work will be differentiated to meet their needs and achievements will be celebrated.

This Policy will be implemented through on going consultation with all members of the school community and developments in law or statutory guidance.

A Community Working Together Against Bullying

1. What is bullying?

Bullying occurs when a person is made unhappy by one or more other people over a period of time. Bullying of any kind is always extremely serious and in some instances, can constitute a hate crime, particularly if in relation to protected characteristics. Sometimes, victims experience a combination of different types of bullying. Examples of types of bullying are listed below:

- **Verbal bullying:** name calling, gossiping or threatening someone
- **Social bullying:** persistently not being spoken to or being left out of activities; ignoring or isolating someone.
- **Material bullying:** possessions are repeatedly stolen or damaged or extortion takes place
- **Mental or Coercive bullying:** persistent pressure to conform is applied; controlling or manipulating someone; making silent or hoax calls; hand signs or 'looks'
- **Indirect bullying:** persistent undermining of another's reputation through rumours or other gossip; undermining; constant criticism
- **Physical bullying:** hitting, slapping, nudging or pushing someone or causing intentional and persistent physical harm to an individual
- **Discriminatory bullying:** any bullying which makes reference to (but is not limited to) an individual's race, gender, sex, sexual orientation, religion or disability.
- **Cyber bullying:** Involving any or all of the above in an online environment.

The Equality Act (2010) & Protected Characteristics

The Equality Act (2010) serves to consolidate a number of previous Acts of Parliament, these include: the Equal Pay Act 1970, the Sex Discrimination Act 1975, the Race Relations Act 1976, the Disability Discrimination Act 1995 and three major statutory instruments protecting discrimination in employment on grounds of religion or belief, sexual orientation and age.

In essence, the Equality Act (2010) provides protection to individuals from discrimination, harassment or victimisation in employment or as users of private and public services based on nine protected characteristics. It is against the law to discriminate against someone because of:

- [age](#)
- [disability](#)
- [gender reassignment](#)
- [marriage and civil partnership](#)
- [pregnancy and maternity](#)
- [race](#)
- [religion or belief](#)
- [sex](#)
- [sexual orientation](#)

Click the links above for more information.

We do not use the word ‘bullying’ for the general ‘rough and tumble’ of school life.

There is no legal definition of bullying. But it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender, sexual orientation or any other aspect such as appearance or disability.

Bullying is:

- Systematic and on-going, rather than a one-off.
- Done by the perceived more powerful to the perceived less, rather than between equals.
- Distressing and hurtful to the victim rather than good natured fun.
- Always one way rather than an exchange.

2. What is the School’s Position?

The Federation of St Elphege’s and Regina Coeli Catholic Schools DOES NOT tolerate bullying and we will do all we can to prevent bullying in the first place.

We deal with any situations as they arise and will listen to and help any pupils and families affected.

All reports of bullying will be taken seriously and appropriate action taken. Sanctions as identified in the school’s behaviour policy will be used.

All staff are therefore aware of the following:

- Mission Statement
- Home-School Agreement
- The Golden Rules
- The FAITH Values
- The Positive Behaviour Policy
- The Internet Safety Policy
- The Equality Policy

3. How can the children report bullying?

The Federation of St Elphege’s and Regina Coeli Catholic Schools are anti-bullying schools.

To uphold this, children are expected to:

- Follow the Golden Rules, Home School Agreement, and uphold the FAITH Values
- Treat other people kindly and fairly - never bully others.
- Report if they are bullied
- Report if they see others bullied. If they do not, they are covering up for the bully.
- Never make derogatory comments or tease people about any aspect of their person, including their: background, culture, race, gender, sex, sexual orientation, religion or disability.

Children can report bullying to any member of staff. Any reports will be dealt with promptly, confidentially and sensitively.

4. How should the Staff respond?

Everyone in school should be aware of the indications of bullying and all staff should ensure that bullying or threatening behaviour is not tolerated in school.

All staff should respond to bullying in the first instance by:

- Listening to the victim and ensuring their safety
- Reassuring the victim
- Continuing to offer help, advice and support to the victim.
- Creating a written record.

In responding to incidents staff should:

- Take action as quickly as possible
- Consider what type of bullying has occurred, being mindful of all forms of discriminatory bullying and instances of child-on-child abuse.
- Consider whether action should be private or public.
- Make it clear to the bully that such behaviour is unacceptable
- Establish if incident is part of a pattern
- Encourage the culprit to see the victim's point of view
- Share information with other members of staff, particularly the class teacher and the Senior Leadership Team
- Inform parents, as appropriate.
- Explain why punishment (if any) is given.
- School leaders will actively monitor instances of bullying and be proactive in the steps that are taken to prevent it occurring.
- School leaders will report instances of bullying to the governing body on a termly basis for monitoring purposes to ensure the effectiveness of anti-bullying strategies are effectively challenged.

5. Anti-Bullying Strategies

- The Federation's approach to behaviour is a positive one and has its basis and foundation in the teachings of Jesus Christ and will be guided by the influence and gifts of the Holy Spirit.
- The Federation's curriculum helps children to understand the principles of the teachings of Christ, alongside the principles outlined in law.
- A classroom ethos which promotes respect for the Individual and reflects the Federation's mission statement and FAITH Values
- Adults setting an example by practising basic good manners and a culture of mutual respect
- The use of Golden rules and Golden Time to establish the foundations of good behaviour
- Vigilance by all adults, pupils and parents in the school
- Positive Behaviour Policy implemented by all staff.
- E-Safety and safe and responsible internet use taught across the school the school and Home-School Agreement signed by all pupils and parents.
- Opportunities in class during PSHE lessons as well as assemblies are used throughout the school year to raise the issue of anti-bullying

6. What can Parents do?

At The Federation of St Elphege's and Regina Coeli Catholic Schools we acknowledge that, if parents and teachers work together, there is always something we can do. If you have any worries about your child in school, please discuss them with us.

These are some of the signs which parents may notice and which may be signs of bullying.

- Being frightened or unwilling to come to school
- Decline in standard of school work
- Possessions damaged without explanation.
- Not sleeping or eating properly
- Generally depressed and withdrawn
- Displaying 'out of character' behaviour

The first thing to do is to give your child an opportunity to talk and see if he or she will open up about a problem.

Next, contact the school to discuss your worries with the class teacher. Don't worry if all you have is a concern that something may be wrong. The class teacher will talk to your child and any others involved. Action will be taken and sanctions applied as necessary.

Senior staff will be informed and offer advice or intervene in more serious instances.

Where necessary, the parents of bully(ies) and victim(s) will be informed. Parents and teachers will be encouraged to teach the children more appropriate behaviour.

If the situation persists, advice and / or support from external services may be sought.

In extreme cases, particularly where persistent aggressive or premeditated behaviour is deemed physically, mentally or otherwise dangerous to others, school's exclusion procedures may be applied.