



# Esher Church of England High School

## ANTI-BULLYING STATEMENT

Status:	Current
Date of Next Review:	
Responsibility:	Effectiveness Committee
Date of Approval:	Committee: Local Governing Body: 26 June 2019

At Esher Church of England High School, in line with our values, of Wisdom, Hope, Community and Dignity we are committed to providing a safe, caring and supportive environment, promoting equality and diversity and ensuring the well-being of all members of the community.

We strive to ensure positive relationships are fostered with one another and that students can learn effectively in order to maximise their potential. We would expect all members of the school community to show care and respect to others, appreciating diversity and use individual differences as reason to celebrate not divide.

Bullying is unacceptable. No one deserves to be a victim of bullying. We are committed to supporting the victims of bullying and the students who display bullying behaviour, as they need to learn different ways of behaving.

Esher High School recognises its responsibility to respond promptly and effectively to issues of bullying. If bullying behaviour does occur, students should be able to report incidents and feel confident that they will be dealt with promptly and effectively. All members of the school community; students, teachers, support staff, parents/carers, should they become aware that bullying is happening, are expected to report this.

Esher High School is committed to developing a growing network of support with other schools and relevant anti-bullying agencies, in order to provide the best possible education and support for our students. Staff have been trained in restorative approaches and we adopt this with students when they reflect, repair and restore resolution.

We expect students to feel safe in school and on school related journeys, ensuring that they understand the issues relating to safety, including all forms of bullying and that they feel confident to seek support within the school community should they, or another student, feel unsafe

As a school we define bullying as

***'The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim.'*** Anti-Bullying Alliance

As a school we also recognise that friends may fall out, say something that hurt's another's feelings without meaning to, and may even be physically aggressive. However, bullying occurs when someone deliberately targets someone weaker or different from them and repeatedly picks on them. Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent but it fulfils all other descriptions of bullying. This possibility would be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.