



Anti-bullying and discrimination policy

Date of Next Review: November 2026

Responsibility: Headteacher

Key changes from previous version: Section 4 updated- stage approached deleted and updated with current practice. Section 5 deleted and merged into section 4. Shared definition of bullying behaviour updated. SIMS replaced with Arbor. Updates to reflect KCSIE 2025 in Aims and section 1.

Aims

At Esher High Church of England High School, our Christian vision is rooted in creating a sense of belonging within a safe and nurturing environment. We believe that every individual deserves to feel that their uniqueness is celebrated. We strive to build strong connections and foster a community that embraces diversity. In our pursuit of cultivating a sense of belonging, we actively promote an atmosphere of respect, empathy and understanding, where everyone's voice is heard and appreciated.

Bullying behaviour is not acceptable under any circumstances. Bullying behaviour may constitute child-on-child abuse. Where there is a risk of significant harm, it will be treated as a safeguarding concern and referred accordingly.

We believe that all pupils, whatever their ethnicity, culture, gender, faith, sexual orientation, physical or intellectual abilities have the right to:

- A safe and secure environment at school where they feel they belong.
- A safe and secure environment on the way to and from school.
- Concentrate on their educational progress, whilst being themselves, without fear of others.

Our shared understanding as a school community is that bullying is harmful, intentional, often a repeated behaviour and involves a power imbalance. It can happen face to face or online. Bully behaviour is often a group activity whether involved directly or indirectly.

Bullying behaviour can include: emotional, physical, racist, homophobic/gender based, sexual harassment, verbal and cyber bullying. Cyberbullying may include exposure to harmful content such as misinformation, disinformation (including fake news), and conspiracy theories, which can contribute to emotional distress or manipulation.

1.0 - Preventative Action

1.1 The Christian vision of the school promotes belonging, co-operation and inclusion. Every member of the school should behave in a considerate way and respect the rights of others. Bullying behaviour is addressed within the curriculum with the view to teaching pupils to recognise bullying and to set in place preventative measures and procedures.

1.2 We adopt a number of proactive approaches to prevent incidents of bullying behaviour:

- Year 7 transition program
- Training all staff to be vigilant for incidents of bullying behaviour and report using established procedures.
- The PSHCE curriculum directly addresses bullying behaviour and discrimination including discussions on language use (sexualised language, racist, homophobic, transphobic and biphobic).
- Tutor time culture curriculum promoting awareness and discussion
- Assemblies promoting anti-bullying messages, friendship, trust and kindness and to shared responsibility in reporting bullying
- Celebration for calendar dates such as Black History Month, Holocaust Memorial Day, Pride and Diversity Month.
- School wide Anti-bullying week
- Staff supervision in playground, field, dining area and toilets during social times
- Provision of alternative spaces (eg. Hub and The Willow Building) for students who find these areas difficult to manage
- Staff supervision during dismissal at the end of the school day.

- Form tutors act as a first point of contact for pupils.
- The school regularly reviews the effectiveness of its filtering and monitoring systems to ensure they detect and respond to online bullying and other digital safeguarding risks, in line with DfE guidance
- Designated staff are available to students for counselling, emotional wellbeing and pastoral advice, this is signposted throughout the year to students and displayed in corridors

2.0 - Signs and Symptoms

Whilst there may be no noticeable signs of bullying behaviour, pupils who are the target of bullying behaviour may show changes in behaviour:

- becoming withdrawn and nervous, feigning illness
- taking unusual absences or needing increased attention or support from adults
- There may be evidence of changes in levels of engagement in learning
- lacking concentration.
- Refusing to attend school or truanting from school

3.0 Roles and Responsibilities including Statutory Duty of Schools

3.1 All members of the school have a responsibility to address bullying and discrimination incidents promptly.

3.2 If there is reasonable suspicion or likelihood of significant harm, bullying will be treated as a safeguarding concern under the Children Act 1989. School staff will discuss this with the school's Designated Safeguarding Lead and refer to the Children's Single Point of Access (CSPA) as required.

3.3 The senior leadership team oversee and review the operation of this policy throughout the school.

3.4a Senior Leadership Team Responsibilities

- To monitor and evaluate the effectiveness of the anti-bullying and anti-discrimination policy and guidance.
- To ensure action is taken to promptly address bullying behaviour as it emerges.
- To ensure that all staff are skilled in following guidance and procedure.
- To ensure assemblies take place to address/highlight this policy.
- To monitor a log of reported cases, liaising with the DSL half termly.
- To report racist incidents to Surrey County Council termly as part of our exclusions reporting.
- To ensure that training is delivered to staff via school CPD programme.

3.4b HOYs/SWC/Form Tutors' Responsibilities

- To reinforce the EHS Values and anti-bullying policy through tutor time/assemblies and the use of outside speakers.
- To intervene to deal with conflict between pupils as soon as they arise, concentrating on how to solve their differences in order that these do not escalate.
- To investigate/report incidents of bullying behaviour and put strategies in place in line with this policy.
- To keep a record/log of reported incidents of bullying behaviour on Arbor/Edulink and CPOMS (if confirmed).

- To discuss all reported incidents of bullying behaviour half-termly with their SLT link and ensure that the appropriate action has been followed to promote a solution.

3.4c Staff Responsibilities

- To ensure that classrooms have an ethos in which bullying behaviour and discrimination is unacceptable.
- To help pupils to acquire the knowledge, skills and values that contribute to the development of anti-bullying behaviour.
- To report concerns immediately to the pastoral team- HoD/HoY/SWBC/SLT link.
- To follow school procedures once an incident is witnessed by or reported to them.
- Being aware of the vulnerability of vulnerable groups or individual pupils and the need to take proactive action e.g. those with SEND who may not recognise interactions as unkind, inappropriate and unacceptable
- To make pupils aware that the school cannot offer confidentiality following any report as pupils may disclose information which could relate to Safeguarding concerns.
- All staff to be aware of the need to remain alert for signs of changes in pupil behaviour.
- To log any bullying behaviour on Arbor/Edulink. Pastoral staff will be alerted to the incident, follow up and log on CPOMS where appropriate.

3.4d Pupils' Responsibilities

- To understand that the school takes a firm stance on all forms of bullying behaviour and discrimination.
- To be kind and courteous to each other, staff and visitors, and support each other as part of a caring community to ensure that all feel a sense of belonging.
- To take their part as a responsible member of the school community in reporting concerns immediately to a trusted adult.
- To be an upstander- tell staff of any incidents of bullying behaviour whether directly involved or witnessed.
- To share their experiences and suggestions regarding bullying behaviour through structured feedback mechanisms such as surveys and the Student Leadership Team.

3.4e Parent(s)/Carer(s)' Responsibilities

- To approach the school with any concerns regarding bullying behaviour or discrimination (or indeed any other concern) immediately.
- To contact the school immediately if they suspect pupils are being bullied.
- To work with and support the school in a constructive manner if an incident arises.

Parents/carers should report any threatening situations (including online) during weekends, evenings, holidays etc. to Police. For online bullying, report to the specific social media platform and support your child in blocking those responsible.

4.0 Responding to Incidents, Support and Intervention

4.1-All reported incidents are treated very seriously and fully investigated by the Head of Year and a member of the Safeguarding Team. Suspected reports of bullying behaviour and discrimination are recorded on Arbor/Edulink first and logged on our Safeguarding reporting system CPOMS if multiple incidents occur for an individual.

4.2-Analysis of reported bullying/discriminatory incidents is conducted on a regular basis to ensure that appropriate action has been taken for a positive resolution.

4.3- The school recognises that each instance of bullying or discriminatory behaviour is unique and requires an appropriate, proportionate response. All reported incidents will be thoroughly reviewed by the Pastoral Team in consultation with members of the Senior Leadership Team (SLT). Consequences will be determined based on:

- The severity and nature of the incident
- Whether the behaviour is repeated
- The individual’s previous conduct and behaviour record

All decisions will be evidence-based, fair, and consistent with the principles outlined in this policy. Actions taken will prioritise the wellbeing of all students and uphold the school’s commitment to a safe and inclusive environment.

4.4- The following are some examples, but not limited to, how we respond to bullying behaviour and/or discrimination:

Support for the targeted person experiencing bullying behaviour or discrimination:	Possible consequences/follow up for the individual(s) responsible:
<ul style="list-style-type: none"> • Signposting • 1:1 pastoral support from a designated wellbeing coordinator (i.e.- wellbeing assessment, ELSA, referral to MHST, relational support, school counsellor, etc) • Youth minister mentor • Peer mentoring and/or coaching • Access to safe space • Key trusted adult assigned • Workshops or other services provided by outside agencies • In rare occasions, curriculum review including involvement in our nurture provision 	<ul style="list-style-type: none"> • Contact with home and parent meetings • Educating using restorative justice approaches • Restorative meetings and contracts • Youth minister mentor • Tutor report, student support plan or pastoral support plan lead by a middle or senior leader • Internal exclusion (focus room) • Suspension • Working collaboratively with the Police Youth Liaison Team • In rare occasions, permanent exclusion

4.5 Out of School Incidents

The school encourages parents/carers to let them know of any out of school incidents so that any situation in school can be monitored. School will pass on concerns to the police as appropriate.

Parents/carers should report any threatening situations (including online) during weekends, evenings, holidays etc. to Police. For any online bullying, report to the specific social media platform and or Police if appropriate.

5.0 Monitoring, Evaluation and Review

5.1 The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

5.2 Student surveys will be conducted to elicit pupil views on any bullying related concerns and school policies and procedures to address them. Results from related pupil questionnaires will be analysed and action taken to address any issues raised.

5.3 Statistics about bullying incidents will be analysed through the Behaviour module of the school's Management Information System (Arbor) and School Safeguarding Reporting System CPOMS.

6.0 Links with Other Policies/Documents

This policy should be read in conjunction with the following:

- Behaviour Policy
- Safeguarding Policy
- IT acceptable use Policy

Other policies which may be linked include:

- RSE Policy

Signposting information:

[Esher Church of England High School - Student Wellbeing & Safeguarding \(esherhigh.surrey.sch.uk\)](http://esherhigh.surrey.sch.uk)

Bullying Online www.bullying.co.uk

Child Exploitation and Online Protection Command (CEOP): www.thinkuknow.co.uk

NSPCC [Helping Children Deal with Bullying & Cyberbullying | NSPCC](#)

EACH [Homophobic Transphobic Helpline - EACH | EACH](#)

Victim Support [Children and young people - Victim Support](#)