



MEPA TRAINING

ANTI-BULLYING POLICY

THIS POLICY IS WRITTEN FOR AND APPLIED TO MEPA STUDIOS, MEPA ACADEMY AND MEPA COLLEGE.

Updated & Adopted:	September 2026
Review Date:	September 2027



TABLE OF CONTENTS

<i>Anti-Bullying Statement</i>	<i>Error! Bookmark not defined.</i>
<i>What is Bullying?</i>	<i>Error! Bookmark not defined.</i>
<i>Aims and Objectives</i>	<i>Error! Bookmark not defined.</i>
<i>Anti - Bullying Procedure</i>	<i>Error! Bookmark not defined.</i>
<i>Monitoring and Review</i>	<i>Error! Bookmark not defined.</i>

1. Policy Statement

MEPA Training is committed to providing a safe, inclusive and respectful environment where all children, young people and adults can learn, train and perform without fear of bullying, harassment or discrimination.

Bullying in any form is unacceptable. MEPA responds robustly, consistently and in line with statutory guidance, including *Keeping Children Safe in Education (KCSIE) 2026*, the *Equality Act 2010*, and the *Online Safety Act 2024*.

We recognise that bullying can have a significant impact on wellbeing, mental health, attendance, performance and safety. MEPA adopts a whole-organisation approach to prevention, early intervention, education and support.

2. Definition of Bullying

Bullying is behaviour—repeated or one-off—intended to cause distress, harm, humiliation or exclusion. It may be direct, indirect, in-person or online. MEPA adopts the definition informed by Dan Olweus and current safeguarding guidance.

Bullying may include:

- **Physical:** pushing, kicking, hitting, pinching, unwanted physical contact, threats.
- **Verbal:** name-calling, sarcasm, insults, persistent teasing, spreading rumours.
- **Emotional:** exclusion, manipulation, intimidation, humiliation, ridicule.
- **Racist:** racial taunts, slurs, graffiti, stereotyping, discriminatory behaviour.
- **Homophobic, Biphobic, Transphobic (HBT):** hostile or offensive behaviour towards LGBTQ+ individuals or those perceived as such.
- **Sexual or Sexist:** sexualised comments, harassment, unwanted advances, misogynistic or degrading language.
- **Disability-related:** mocking, excluding or targeting individuals due to disability or additional needs.
- **Social:** coercion, group exclusion, pressuring others to isolate a peer.

Online / Cyberbullying includes:

- Abusive messages, posts or comments
- Image-based abuse (non-consensual sharing of images)
- Fake profiles, impersonation, deepfakes
- Sextortion threats
- Social media pile-ons or mass group exclusion
- Misuse of AI tools to harass, imitate or humiliate
- Doxxing or sharing personal information

Many of these behaviours may constitute **criminal offences** and will be reported to external agencies where appropriate.

Vulnerability and Protected Characteristics

MEPA recognises that students with protected characteristics—including race, religion, disability, gender identity, sexual orientation, or those with SEND—may be disproportionately targeted. These incidents are monitored with particular care and reviewed termly.

3. Aims and Objectives

MEPA aims to:

- Create a culture where bullying is actively challenged and never tolerated.
- Ensure all students and staff feel safe, valued and respected.
- Provide clear, consistent procedures for reporting, recording and responding to bullying.
- Support all parties involved, including those who have been bullied and those who have engaged in bullying behaviour.
- Educate students on respectful relationships, digital citizenship and personal responsibility.
- Promote restorative approaches where appropriate, alongside firm boundaries and consequences.
- Ensure staff receive regular training on recognising, preventing and responding to bullying.

4. Roles and Responsibilities

Senior Management Team (SMT)

The SMT will:

- Implement and oversee the Anti-Bullying Strategy.
- Ensure all staff understand the policy and their responsibilities.
- Provide regular training, updates and safeguarding briefings.
- Promote a culture of mutual respect, celebration and inclusion.
- Ensure bullying concerns are recorded, monitored and reviewed termly.
- Escalate concerns to external agencies (LADO, police, social care) where required.
- Ensure alignment with MEPA's Safeguarding & Child Protection Policy, Online Safety Policy, Behaviour Policy and Complaints Procedure.

Staff

All staff must:

- Take all concerns of bullying seriously.
- Intervene immediately when witnessing or suspecting bullying.
- Record incidents promptly using MEPA's safeguarding reporting system.
- Support students to understand expectations around respectful behaviour.
- Work with SMT to implement appropriate interventions.
- Inform parents/carers when appropriate, following consultation with SMT.
- Model positive behaviour and uphold MEPA's values.

Where bullying causes **significant harm or risk of harm**, it will be treated as a **safeguarding concern**.

Any allegation of **staff bullying a student** will be managed under the Safeguarding & Child Protection Policy and referred to the **LADO** where appropriate.

Parents and Carers

Parents/carers are expected to:

- Report concerns immediately to MEPA Training.
- Support MEPA's anti-bullying ethos and reinforce positive behaviour at home.
- Work collaboratively with staff to resolve concerns.

Students

Students are encouraged to:

- Report concerns to any trusted adult.
- Use MEPA's anonymous reporting routes where needed.
- Support peers and challenge bullying behaviour safely.
- Engage in restorative or reflective processes when appropriate.

5. Reporting and Recording Procedures

Reporting Routes

Bullying can be reported by:

- Students
- Parents/carers
- Staff
- Visitors or volunteers

Reports may be made:

- In person
- Via email
- Through MEPA's safeguarding reporting system
- Through anonymous reporting forms (Academy/College)

Recording

All incidents are recorded and include:

- Nature of the concern
- Individuals involved
- Protected characteristics (where relevant)
- Actions taken
- Follow-up and outcomes

Records are reviewed termly to identify patterns, hotspots or repeated behaviours.

6. Responding to Bullying

Responses may include:

- Immediate intervention and separation of students
- Support for the student experiencing bullying
- Restorative conversations or mediation (where appropriate)
- Behaviour interventions or sanctions
- Parent/carers meetings
- Pastoral or wellbeing support
- Referral to external agencies

- Review of group dynamics, timetables or supervision
- Digital safety measures (e.g., reporting to platforms, blocking, evidence capture)

Where behaviour meets the threshold for **criminal activity**, MEPA will involve the police.

7. Prevention Strategies

MEPA uses proactive measures including:

- Curriculum teaching on relationships, respect, digital safety and diversity
- Workshops, assemblies and guest speakers
- Staff training and safeguarding briefings
- Clear behaviour expectations and visible staff presence
- Positive culture-building through praise, celebration and inclusion
- Encouraging student voice and feedback
- Monitoring online behaviour where concerns arise
- Ensuring safe spaces for vulnerable students

8. Monitoring and Review

The SMT monitors this policy regularly and reviews:

- Incident patterns
- Protected characteristic-related bullying
- Effectiveness of interventions
- Student voice feedback
- Staff training needs

Where concerns persist, actions may include:

- 1. Verbal warning and intervention**
- 2. Formal written communication and parent/carers meeting**
- 3. Behaviour contract or pastoral plan**
- 4. Exclusion from activities or, in serious cases, removal from MEPA Training at the discretion of SMT and the Principal.**

9. Other Forms of Bullying

Bullying may occur:

- Student to student
- Staff to student
- Student to staff
- Staff to staff

All staff-related concerns follow the **Complaints Procedure, Whistleblowing Policy, and Safeguarding & Child Protection Policy.**

10. Student-Friendly Summary (for display)

Bullying is never okay. If something worries you, tell someone. You will be listened to. You will be supported. MEPA will take action.