



MEPA TRAINING

ANTI-BULLYING POLICY

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

Updated & Adopted:	September 2025
Review Date:	September 2026



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ANTI-BULLYING STATEMENT

MEPA Training responds to the issue of bullying very seriously whether amongst children or adults, and has strict procedures that are adhered to, should there be any evidence of bullying within MEPA Training.

WHAT IS BULLYING?

Bullying is not always easy to define, but according to Dan Olweus, an expert in the field of the prevention of bullying, he says it should include:

- Physical - pushing, kicking, hitting, pinching and other forms of violence or threats;
- Verbal - name calling, sarcasm, spreading rumours, persistent teasing;
- Emotional - excluding, tormenting, ridicule or humiliation;
- Racist - Racial taunts, graffiti or gestures;
- Social - unwanted physical contact or abusive comments;
- Homophobic - any hostile or offensive action against lesbian, gay males or bisexuals or those perceived to be the above.
- Image-based abuse (e.g. non-consensual sharing of images)
- Fake profiles/deepfakes
- Sextortion threats
- Social media pile-ons or mass group exclusion

These may constitute criminal offences and will be reported appropriately."

The above forms of bullying can be delivered on a personal, face to face basis, but also by using existing and new technology, known as cyber bullying. We can sum up bullying as actions taken by one or more people with the deliberate intention of hurting another person (in any of the above ways). This policy is designed to support the MEPA Training equal opportunities and anti-discrimination policies.

Bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through.

MEPA Training recognises that children with protected characteristics—including race, religion, disability, gender identity, or sexual orientation—may be more vulnerable to bullying. These incidents will be monitored and addressed with particular care

AIMS AND OBJECTIVES

- Bullying is wrong and is damaging to individual people. MEPA proactively implements policies and procedures to prevent this, by developing a school/college in which bullying is regarded as unacceptable.
- We aim to deliver a safe and secure environment where all students can perform and learn without fear or anxiety.
- This policy aims to produce a consistent response to any bullying incidents that may occur.
- We aim to make all those connected with the MEPA Training aware of our stance to bullying and staff have a responsibility to eradicate bullying in our school/college.
- We do not tolerate any kind of bullying as stated above on any grounds whatsoever, and support all parties involved to gain a full understanding of our ethos.

ANTI - BULLYING PROCEDURE

The role of the Senior Management Team:

- It is the responsibility of the Senior Management Team to implement the MEPA Training anti-bullying strategy and to ensure that all staff (paid/unpaid) are aware of the policy and know how to deal with incidents of bullying.
- The Senior Management Team ensures that all students understand that bullying is wrong and that it is unacceptable behaviour in the school/college. The Senior Management Team draws the attention of everyone to this fact through staff meetings and monitoring to ensure that this is implemented on a regular basis.
- The Senior Management Team ensures that all staff are in receipt of sufficient training to be equipped to deal with any incidents of bullying.
- The Senior Management Team ensures that the MEPA Training's staff and students use mutual support and praise for successes, making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is far less likely to occur.

The role of staff:

- All Staff in the school/college take all forms of bullying seriously and intervene to prevent incidents from taking place. A record is kept of all incidents of bullying that happen in the school/college and these are shared with the Senior Management Team.
- If staff witnesses an act of bullying they do all they can to support the person or persons who are being bullied. If a student is being bullied over a period of time, then, after consultation with the Senior Management Team, can inform the student's parent.
- We record all incidents of bullying that occur within the school/college.
- If teachers become aware of any bullying taking place between members of a group, we deal with the situation immediately. This will involve supporting all parties to understand that it is not acceptable to be bullied, to be the recipient of bullying, and that MEPA Training will deal with the situation very seriously

Where bullying causes significant harm or risk of harm, the incident will be treated as a safeguarding concern and handled in line with MEPA Training's Safeguarding and Child Protection Policy

Any allegation of staff bullying a student will be managed under the safeguarding policy and, where appropriate, referred to the LADO.

The role of the parents:

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact MEPA Training immediately.
- Parents have a responsibility to support the MEPA Training's anti bullying policy and actively encourage their child to be a positive member of the MEPA Training.

MONITORING AND REVIEW

This Policy is monitored regularly by the Senior Management Team. A pattern shown by any student or staff member will be dealt with:

Verbally

Formally in writing and a discussion may be needed with the parent
Lastly if the issue cannot be dealt with in an appropriate manner the individual may be asked to leave at the discretion of the Senior Management Team and the Principal.

Other Forms of Bullying

Here at MEPA we consider all forms of bullying to be completely unacceptable. But we understand that it may take many different forms. For example; Staff to Student may occur even under the Senior Managements watch and Teachers / Students must refer to the Complaints Procedure of this manual, making sure they fully understand the steps they must take.

Records of bullying incidents will be regularly reviewed by the Senior Management Team to identify patterns (including protected characteristic-related bullying) and evaluate the effectiveness of interventions.

Students are encouraged to report concerns to a trusted. Pupil feedback will be regularly sought to assess the effectiveness of anti-bullying measures