



Cabot
Learning
Federation

**Student Friendly Anti
Bullying Policy**

Implemented March 2026

Version 1 – March 2026

Bristol Metropolitan Academy – Student Friendly Anti Bullying Policy

1. Our Commitment to You

At Bristol Metropolitan Academy (BMA), every student has the **right to feel safe, respected, and included.**

We do **not tolerate bullying in any form.** If bullying happens, we will always:

- Take it seriously
- Act quickly
- Support the student being bullied
- Help the student who has bullied to change their behaviour
- Make sure the bullying stops



These expectations come from the school's official anti-bullying standards.

2. What Is Bullying?

Bullying is when someone **repeatedly hurts, upsets, intimidates, isolates or frightens another person on purpose.**

Bullying can happen:

- In school
- Outside school
- Online (social media, gaming, messages, group chats)

Bullying can take different forms:

Physical bullying

- Hitting, kicking, pushing
- Spitting
- Breaking or taking someone's belongings

Verbal bullying

- Name calling
- Insults or rude comments
- Threats



- Mocking someone's appearance, ability

Social or emotional bullying

- Leaving someone out deliberately
- Spreading rumours
- Encouraging others to turn against someone
- Embarrassing or humiliating someone



Cyberbullying

- Hurtful messages or comments
- Sharing photos or videos without permission
- Group chat pile-ons
- Fake accounts
- Online threats or harassment



Prejudice based bullying

Bullying linked to someone's:

- Race or ethnicity
- Religion or beliefs
- Disability or neurodiversity
- Sexual orientation
- Gender identity
- Family situation or background
- Appearance or body type

3. What Is Not Bullying?

Not every disagreement or unkind moment is bullying.

The following are **not bullying**, though they still need support:

- A one off argument
- A misunderstanding
- Falling out with a friend



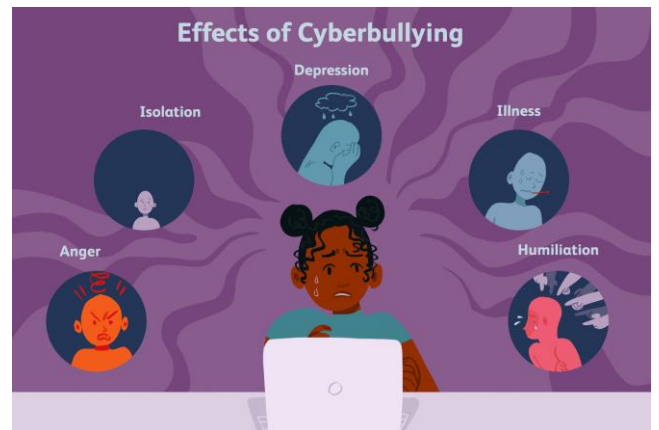
- Someone saying something unkind once but stopping when asked
- An accidental hurtful comment or action

Even if it isn't bullying, you can still talk to someone and get help.

4. How Bullying Can Affect You

Bullying can make people feel:

- Sad, anxious or stressed
- Worried about coming to school
- Alone or isolated
- Unable to focus on learning
- Scared of social times or online spaces



Nobody should feel this way in school.
Everyone deserves to feel safe, valued and included.

5. If You Are Being Bullied

You should **tell someone** as soon as you can.

You can talk to:

- Any teacher
- Your tutor
- Your Head of House
- Any member of the Safeguarding Team
- Any trusted adult in school



If talking face to face feels difficult, you can:

- Write a note to a teacher
- Ask a friend to support you
- Ask an adult to speak on your behalf

We take every report seriously and will make sure you feel safe.

6. If You See Someone Else Being Bullied

Being silent can allow bullying to continue.
You can help by:



STOP THE BULLY

- Telling a member of staff as soon as possible
- Being kind to the person being targeted
- Not joining in, reacting, or laughing
- Not sharing or spreading harmful posts or messages
- Encouraging the person to talk to an adult

You are not “snitching” you are supporting someone who needs help.

7. How the Academy Responds When Bullying Is Reported

When you tell us something, the school will:

1. Listen carefully

You can explain what happened, how you feel, and what you need.

2. Keep you safe

We might change seating, breaktime areas, classes or routes if needed.

3. Investigate the incident

We may view CCTV, speak to witnesses, staff or other students.

If it involved online behaviour, we may check screenshots or messages.

4. Take action to stop the bullying

Depending on what happened, actions may include:

- Restorative conversations
- Behaviour warnings
- Contacting parents/carers
- Detentions or appropriate sanctions
- Loss of privileges
- Monitoring behaviour in social times



5. Support you afterwards

We will check in with you to make sure you feel safe and the bullying has fully stopped.

8. Support for the Person Who Was Bullied

You may be offered:

- Pastoral or wellbeing support
- Regular check-ins
- Help rebuilding friendships
- Advice on online safety
- Support in reporting online harm
- A safe place at break/lunch if needed



9. Support for the Person Who Has Bullied Others

The aim is not just to punish; it is to help change behaviour.

Support may include:

- A clear explanation of why the behaviour is harmful
- Restorative work
- Behaviour targets or mentoring
- Monitoring and check-ins
- Sanctions if needed
- Support with managing emotions or friendships

People who bully can change, and we want to help them do so.

10. Preventing Bullying at BMA

We work hard to prevent bullying before it starts by:

Teaching and learning

- PSHE lessons
- Assemblies



- Tutor activities
- Anti-bullying campaigns
- Online safety education

A positive school environment

- Clear behaviour expectations
- Staff supervision at social times
- Inclusion groups and student voice
- Encouraging kindness, respect and courage



Student awareness

- Helping students recognise early signs of bullying
- Making sure students know how to get help
- Encouraging everyone to speak up

11. Bullying Outside School or Online

If bullying happens:

- On the way to school
- After school
- In the community
- On social media
- In gaming or group chats

You should still tell us.

We will work with:

- Parents/carers
- Pastoral staff
- Safeguarding staff
- Police or external agencies (if needed)

We will still help you and take it seriously.



12. Where to Get Extra Help

If you need help outside school:

- **Childline:** 0800 1111 – free, private and confidential
 - **CEOP:** for reporting online harm – <https://www.ceop.police.uk>
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Final Message

You belong here.

You deserve to feel safe, respected and valued.

Bullying is never acceptable.

We will always listen.

We will always act.

And we will always help you feel safe at Bristol Metropolitan Academy.

