

POLICY	PROCEDURE
Policy Name	Anti-Bullying Policy
NESA Manual Section	Safe and Supportive Environment (B8) Student Welfare (B8.2)
Related Procedures	Anti-Bullying Procedure (B8.2)
Related Policies	Behaviour Management Policy (B8.2) Child Protection Policy (B8.1) Code of Conduct for Staff (B3) Digital Technologies Policy (B8.2) Enrolment Policy (B7) Privacy & Confidentiality Policy (B8.2) Student Wellbeing Policy (B8.2) Discrimination, Harassment and Bullying Statement for Employees, Contractors and Volunteers (B8.2)
Related Legislation	Education Act 1990 Children and Young Persons (Care and Protection) Act 1988 Work Health and Safety Act 2011 Anti-Discrimination Act 1977 (NSW)
Date of Issue / Last Revision	2 August 2019 4 March 2022 – Re-formatted 12 March 2025
Date Set for Review	<i>March 2027</i>

Anti-Bullying Policy

Policy Statement

At Central Coast Montessori (CCMPS), we are committed to providing a safe, respectful, and inclusive learning environment where every member of our school community feels safe, valued, and respected.

Bullying in any form is unacceptable and goes against the core values of respect, responsibility, inclusion, and integrity that underpin our learning environment. We are dedicated to fostering a culture where diversity is celebrated and every individual is treated with dignity.

This policy outlines our proactive and reactive approaches to prevent and respond to bullying, ensuring that all members of our community can learn and thrive in a supportive atmosphere.

Purpose

The purpose of this policy is to:

- Define bullying and its various forms.
- Outline the school's stance against bullying.

- Ensure the rights of all individuals are respected and protected.
- Establish clear roles and responsibilities for preventing and responding to bullying.
- Promote collaboration between the school, students, parents, and the broader community to address bullying effectively.

Scope

This policy applies to all students, staff, parents, carers, and visitors at CCMPS. It covers bullying that occurs:

- On school premises during school hours.
- During school-related activities, including excursions and camps.
- Online, where it impacts the wellbeing and safety of any member of the school community.

Definition of Bullying

Bullying is repeated behaviour that is intended to cause harm, fear, or distress to another person or group of people. It is a misuse of power that can occur in various forms:

- **Direct bullying:**
 - Physical (e.g. hitting, pushing, spitting, damaging property)
 - Verbal (e.g. name-calling, insults, threats, offensive remarks)
- **Indirect bullying:**
 - Social (e.g. deliberate exclusion, spreading rumours, manipulating friendships)
 - Cyberbullying (e.g. harassing, threatening, or humiliating others via electronic devices)

Rights of Individual

Every member of the school community—students, staff, parents, and visitors—has the right to:

- Learn and work in an environment free from bullying, harassment, and intimidation.
- Be treated with respect, dignity, and fairness.
- Feel safe and supported in all school activities, both on-site and online.

Responsibilities of Those Who See Bullying

All members of the school community share a responsibility to stand against bullying. Anyone who witnesses bullying or becomes aware of it is encouraged to:

- Intervene safely if appropriate.
- Report the incident to a teacher or staff member.
- Support the person being bullied.

Anti-Bullying Strategies

Proactive strategies to prevent bullying. CCMPS will:

- Teach students about respectful relationships and conflict resolution through curriculum programs and assemblies.
- Provide staff training to recognise and respond to bullying effectively.
- Foster a positive school culture through inclusive practices, student leadership opportunities, and community partnerships.
- Promote the use of restorative practices to build empathy and accountability.
- Regularly communicate the school's stance on bullying to students, staff, and parents.

Reactive strategies for addressing bullying. CCMPS will:

- Respond promptly to reports of bullying, investigating incidents thoroughly and confidentially.
- Take appropriate action, which may include counselling, mediation, disciplinary measures, and/or referral to support services.
- Support those affected by bullying, including the person being bullied and the person engaging in bullying behaviour, to foster positive behaviour change.
- Keep parents informed and involved throughout the process.

Collaboration with Parents/Carers

The School recognises that parents/carers play a critical role in preventing and addressing bullying. CCMPS will:

- Teach students about respect
- Inform parents about the school's anti-bullying policy and processes.
- Work closely with parents to resolve cases of bullying, including developing strategies to support their child at home and at school.
- Encourage open communication between the school and families to address concerns.

Roles and Responsibilities

School Leadership

- Develop, implement, and review the Anti-Bullying Policy.
- Ensure staff receive professional learning on identifying and addressing bullying.
- Foster a positive school culture that promotes respect, inclusion, and safety.

Guides/Teachers and Staff

- Model respectful behaviours.
- Implement anti-bullying curriculum and support programs.
- Identify, report, and respond appropriately to bullying incidents.
- Support students affected by bullying.

Students

- Treat others with respect and inclusion.

- Report bullying to a trusted adult.
- Support peers who are experiencing bullying.

Parents/Carers

- Support the school's anti-bullying initiatives.
- Encourage their child/ren to treat others with respect.
- Report concerns of bullying to the school promptly.

Accessibility

This policy is publicly available:

- On the school's website
- In the school office upon request

Alternative arrangements (e.g. interpreter, support person, or advocate) can be provided for families who require assistance to raise a concern or participate in strategies to prevent/address bullying.

Monitoring, Evaluating and Review

This policy will be reviewed three (3) years, or earlier if required due to changes in legislation, NESA guidelines, or identified gaps in practice.

Continuous improvement will be guided by feedback from Guides, staff, families, and, where appropriate, students. As key stakeholders, families and staff will be encouraged to participate meaningfully in the review process to ensure the policy remains relevant and responsive to the needs of the school community.

Related Documents and References

[NESA Registered and Accredited Individual Non-Government Schools \(NSW\) Manual](#)

[NSW Department of Education: Anti-Bullying Policy](#)

[Australian Student Wellbeing Framework](#)

[Bullying No Way!](#)