

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) Student Wellbeing and Support Procedure (B8.2) Student Behaviour Management (Discipline) Procedure (B9.1) Child Safety and Wellbeing Procedure (B8.1) Student Supervision Procedure (B8.2) Student with Disability and Learning Needs Procedure (B8.2) Complaints Handling Procedure (B8.2) Document and Record-Keeping Procedure (B2.3)	
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Related Legislation	Education Act 1990 Children and Young Persons (Care and Protection) Act 1988 Children's Guardian Act 2019 (NSW) Anti-Discrimination Act 1977 (NSW)	
Date of Issue / Last Revision	29 March 2017 2 August 2019 4 March 2022 – Re-formatted 12 March 2025 11 July 2026	
Date Set for Review	July 2029	

Anti-Bullying Policy

Policy Statement

Central Coast Montessori Primary School Ltd (CCMPS) is committed to providing a safe, respectful and inclusive learning environment where every student is treated with dignity and respect and is supported to learn, develop and participate free from bullying.

The School recognises that bullying can have a significant impact on a student's wellbeing, learning, relationships and sense of belonging. Bullying in any form is unacceptable and will be addressed promptly, fairly and consistently.

CCMPS promotes positive relationships, respectful communication and restorative practices, working collaboratively with students, families and staff to prevent bullying and foster a culture where students feel safe, valued and supported.

Purpose

The purpose of this Policy is to establish the School's commitment to preventing, identifying and responding to bullying behaviour and to promote a positive school culture that supports student safety, wellbeing and respectful relationships.

This Policy provides the framework for responding to bullying concerns while supporting early intervention, restorative practices and appropriate behaviour management where required.

Scope

This Policy applies to all students enrolled at Central Coast Montessori Primary School Ltd (CCMPS) and applies to behaviour occurring at school, during school-related activities, excursions, camps, online learning environments and other circumstances where student behaviour may impact the safety, wellbeing or reputation of the School community.

Principles

CCMPS is committed to ensuring that:

- every student has the right to learn in a safe, respectful and inclusive environment;
- bullying in any form is not tolerated;
- positive relationships, empathy and respectful behaviour are actively promoted;
- bullying concerns are identified, reported and addressed promptly and fairly;
- students are encouraged and supported to report bullying or concerns for the safety of themselves or others;
- responses to bullying prioritise student safety, wellbeing, education and restoration where appropriate;
- parents and carers are valued partners in preventing and responding to bullying; and
- bullying prevention and response practices are regularly reviewed to support continuous improvement.

Understanding Bullying

Bullying is repeated verbal, physical, social or psychological behaviour that is intended to cause harm, distress or fear, or involves the misuse of power in a relationship.

Bullying may occur in person or through digital technologies and may include physical, verbal, social or cyberbullying behaviours.

A single conflict, disagreement or isolated incident does not necessarily constitute bullying; however, all inappropriate behaviour will be addressed in accordance with the School's *Student Behaviour Management (Discipline) Policy and Procedure*.

Prevention

CCMPS adopts a proactive approach to preventing bullying by promoting positive relationships, respectful behaviour and student wellbeing throughout the School community.

Bullying prevention is supported through:

- Montessori values and philosophy;
- explicit teaching of respectful relationships and social-emotional skills;
- positive behaviour support;

- child-safe practices;
- staff supervision and early intervention;
- student voice and participation; and
- collaborative partnerships with families.

Reporting and Responding

Students, parents, carers and staff are encouraged to report bullying concerns as early as possible.

All reports will be taken seriously and responded to in a timely, fair and confidential manner.

Responses will be appropriate to the circumstances and may include:

- gathering information;
- supporting affected students;
- restorative conversations where appropriate;
- communication with parents and carers;
- behaviour support strategies; and
- behaviour management responses in accordance with the *Student Behaviour Management (Discipline) Policy and Procedure*.

Where bullying behaviour may also constitute a child protection concern or involve unlawful behaviour, the School will respond in accordance with relevant legislation and School policies.

Student Support

CCMPS recognises that both students affected by bullying and students displaying bullying behaviour may require support.

The School will provide appropriate support, guidance and intervention aimed at promoting student wellbeing, repairing relationships where appropriate and encouraging positive behavioural change.

Reasonable adjustments and additional support will be considered where a student has a disability, additional learning needs or other relevant circumstances.

Record Keeping

Records relating to reported bullying concerns, investigations, interventions, behaviour support plans and related communications will be maintained in accordance with the *Document and Record Retention Policy and Procedure* and stored securely within the School's authorised recordkeeping systems.

Roles and Responsibilities

School Board

The Board is responsible for:

- approving and reviewing this Policy;
- supporting a child-safe and respectful school culture; and
- monitoring governance arrangements relating to student wellbeing.

Principal

The Principal is responsible for:

- implementing this Policy;
- ensuring bullying concerns are managed appropriately;
- supporting staff in responding to bullying incidents;
- ensuring appropriate records are maintained; and
- monitoring the effectiveness of bullying prevention strategies.

Staff

Staff are responsible for:

- promoting respectful relationships;
- modelling appropriate behaviour;
- responding promptly to bullying concerns;
- documenting significant incidents where required;
- supporting students affected by bullying; and
- communicating with parents and carers where appropriate.

Students

Students are responsible for:

- treating others with respect;
- behaving in a manner that supports a safe and inclusive learning environment;
- reporting bullying concerns; and
- participating positively in restorative and support processes where appropriate.

Parents and Carers

Parents and Carers are responsible for:

- supporting respectful behaviour;
- encouraging their child to report bullying concerns;
- communicating concerns to the School; and
- working collaboratively with the School to support positive outcomes.

Monitoring, Evaluating and Review

Annual adjustments may be made to this Policy in response to identified areas for improvement to ensure it remains current, effective and aligned with School practice. Otherwise, this Policy will be reviewed every three (3) years, or earlier if required due to changes in legislation, NESA requirements or identified gaps in practice.

Continuous improvement will be guided by student wellbeing outcomes, behavioural data, student and family feedback, child-safe practices, and ongoing review of bullying prevention and response strategies.

Related Documents and References

[Australian Student Wellbeing Framework](#)

[Bullying No Way!](#)

[NESA Registered and Accredited Individual Non-Government Schools \(NSW\) Manual February 2026](#)

[NESA Resources for Schools](#)

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

[NSW Education Standards Authority Act 2013 \(NSW\)](#)

In the event of any inconsistency between this Policy and applicable legislation, the legislation will prevail.