



The Montessori School Kingsley Inc.

ANTI-BULLYING POLICY



1. VERSION MANAGEMENT

Version	Date Published/Reviewed	Changes	Author	Date Ratified by School Board
1	2019	Separate policy created - formerly part of the Child Safety Policy	Principal	October 2019
2	2024	Updating and Benchmarked	Principal	13 December 2024

2. INTENT

The Montessori School Kingsley is dedicated to fostering a safe and inclusive environment for all members of our school community, including staff and students. We are committed to providing a physically, emotionally, and intellectually secure space where Bullying is not tolerated. These procedures aim to prevent, detect, and address Bullying promptly and effectively.

3. ORGANISATIONAL SCOPE

The Anti-Bullying Policy should be read in conjunction with the Anti-Bullying Procedures, and both are applicable to all staff and students, as well as everyone within the School community. The Policy sets the expectations and guidelines, while the Procedures provides the processes for addressing and preventing Bullying incidents towards staff, students, and everyone within the School community, while at School or attending School events, creating a safe and inclusive environment for everyone.

4. DEFINITIONS

TERM	DEFINITION
Bullying	The intentional misuse of power by an individual or group to harm or threaten another individual or group on multiple occasions. It can manifest in various forms
Cyberbullying	This type of Bullying involves using technology, such as email, text messages, social media, or websites, to engage in Bullying behaviour. It can include various forms of verbal, relational, and psychological Bullying.
Emotional/Psychological Bullying	This form of Bullying involves threats, stalking, unwanted messages, online harassment, manipulation, emotional blackmail, and actions that threaten an individual's sense of safety and wellbeing.
Employee Assistance Programs (EAP)	A confidential service that helps employees with personal or work-related issues, offering support like counselling, stress management, and referrals to improve well-being and job performance. The School's EAP is LifeSkills.
Physical Bullying	Involves hurting a person's body or possessions. Includes repetitive acts of aggression, such as hitting, kicking, pushing, tripping, sexual or unwanted physical contact, and damage to personal property.
Principal	The School's Principal or any of the Co-Principals, as the case may be relevant at the time.
Relational Bullying	Also known as Social Bullying, is a form of Bullying used to intentionally damage someone's social reputation or relationships with others. Typically consists of repeatedly excluding or ostracising others, spreading rumours, convincing others to reject or exclude someone, and sharing personal information without consent.
School	The Montessori School Kingsley.

Verbal Bullying	The repeated use of words to hurt, humiliate, or insult another individual or group. Verbal Bullying includes teasing, name-calling, inappropriate sexual comments or inappropriate comments about race, taunting, threatening to cause harm and the use of homophobic language.
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5. POLICY CONTENT

5.1 Respectful Environment

We strive to create a school community where every individual is respected and has the responsibility to treat others with respect. All members of the School community, including staff and students, have the right to be treated with courtesy and dignity.

5.2 Prevention and Education

We believe in preventing Bullying through education and the promotion of positive relationships. We will provide informative lessons, wellbeing discussions, activities, and discussions on topics such as empathy, conflict resolution, and fostering healthy relationships. These efforts will reinforce the rights and responsibilities of all school members.

5.3 Individual Development

We aim to develop each student's self-esteem, empathy, and respect for others. Through our Grace and Courtesy Lessons, we will focus on enhancing students' understanding of themselves and their peers, fostering empathy, and promoting a culture of inclusivity. Grace and Courtesy for online activities will be included as is developmentally appropriate to address Cyberbullying.

5.4 Bullying Intervention

We treat all allegations of bullying with the utmost seriousness, whether they involve Cyberbullying, Emotional Bullying, Psychological Bullying, Physical Bullying, Relational Bullying, or Verbal Bullying.

In the event of Bullying, we are committed to swift intervention and appropriate action. The School will implement processes of reconciliation, support, and, if necessary, sanctions. Parents may be involved as deemed necessary by the designated teacher and/or Principal.

5.5 Differentiating Bullying

While all forms of violence and mistreatment are taken seriously, it is important to distinguish Bullying from isolated incidents.

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both the victim and the perpetrator may have serious, lasting problems

To be considered Bullying, the behaviour must be aggressive and include:

- **An Imbalance of Power:** Those who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- **Repetition:** Bullying behaviours happen more than once or have the potential to happen more than once.

6. ACCOUNTABILITIES AND RESPONSIBILITIES

In relation to this policy, the following positions are responsible for:

ROLE	RESPONSIBILITY
All Staff	Understand and adhere to the policy and integrate its guidelines into daily practice as well as proactively foster a safe and respectful environment. Recognise, address, and document Bullying behaviours. Provide support to both the victim and the perpetrator as required.
Board Directors	Provide governance oversight to ensure that the School maintains a safe environment for all. Advocate for resources and initiatives that support anti-bullying efforts.
Health and Safety Representative	Monitor Bullying incidents as part of school-wide safety measures. Collaborate with staff to identify trends and develop strategies to prevent Bullying.
Parents/Guardians	Support the School's anti-bullying efforts by reinforcing positive behaviour at home. Collaborate with the School in addressing Bullying incidents and encouraging respectful conduct.
Policy Owner	The Policy owner, the Principal, has overall responsibility for the content, implementation, and operation of the policy.
Principal	Ensures that the policy is implemented, monitored, reviewed, and adapted as necessary. Address systemic issues related to Bullying and foster a whole-school approach to prevention.
Students	Actively contribute to a respectful school community by avoiding Bullying behaviour and supporting peers who may be affected by Bullying. Report Bullying when it occurs.

7. RELATED DOCUMENTS

7.1 Policies that are relevant to the operation of this policy are as follows:

- Behaviour Management Policy
- Child Protection and Safety Policy
- Duty of Care Policy
- Enrolment Policy

7.2 Procedures that are relevant to the operation of this policy are as follows:

- Anti-Bullying Procedures
- Behaviour Management Procedures
- Child Protection and Safety Procedures
- Duty of Care Procedures
- Enrolment and Resignation Procedures

7.3 Internal documents that are relevant to the operation of this policy are as follows:

- Community Code of Conduct
- Staff Code of Conduct
- Student Code of Conduct

7.4 External documents that are relevant to the operation of this policy are as follows:

- Disability Discrimination Act 1992
- Disability Standards for Education 2005 Legislation

7.5 External websites that are relevant to the operation of this policy are as follows:

- <https://studentwellbeinghub.edu.au>
- <https://headspace.org.au>
- <https://esafety.gov.au>
- <http://www.thinkuknow.org.au>
- <https://bullyingnoway.gov.au>
- <https://www.moodgym.anu.edu.au>
- <https://www.beyondblue.org.au>
- <https://www.kidshelpline.com.au>