Cameragal Montessori School
Anti-Bullying Policy

POL-021

Cameragal Montessori School seeks to provide a child safe environment where the safety, welfare and wellbeing of children are paramount and take precedence over other considerations. Our School actively promotes the safety and wellbeing of our students, and our School staff are committed to preventing and protecting students from abuse or harm in accordance with their legal and ethical obligations. Our School prioritises children's safety, rights and best interests in all decisions and fosters an environment where children thrive, feel valued, and are protected, and their wellbeing and developmental needs are consistently supported. CMS's child safe policies and procedures and our staff code of conduct form part of this commitment.

QA2 ; Children's Health And Safety NESA 3.6.2, POL-21 Anti-Bullying Policy NQS ; 2.1	cameragal montessori school

Policy statement

Cameragal Montessori School aims to provide for the rights of all children and eliminate bullying of any person at the school by developing a school environment which promotes tolerance and respect and accepts differences in others. The School does not tolerate bullying or harassment. All staff are firmly committed to seeking an end to acts of bullying. We believe that it is the responsibility of students, staff, families, and the community to contribute to the development of a happy, safe school.

Child Safety School statement

Cameragal Montessori School seeks to provide a child safe environment where the safety, welfare and wellbeing of children are paramount and take precedence over other considerations. Our School actively promotes the safety and wellbeing of our students, and our School staff are committed to preventing and protecting students from abuse or harm in accordance with their legal and ethical obligations. Our School prioritises children's safety, rights and best interests in all decisions and fosters an environment where children thrive, feel valued, and are protected, and their wellbeing and developmental needs are consistently supported. CMS's child safe policies and procedures and our staff code of conduct form part of this commitment.

Harassment, which can include bullying in any form or combination of physical, verbal, visual, social or psychological interferes with our learning environments and will not be tolerated.

The school recognises the seriousness and harmfulness of such behaviours and is committed to working towards minimising their occurrence within the school community. Every report of bullying or harassment will be taken seriously and will be investigated.

Scope

All students and staff at the School have a right to operate in a safe, cooperative environment where each individual will be treated with respect and courtesy, free from bullying.

Bullying is not just aggressive behaviour. It is hurtful behaviour directed by more powerful individuals or groups against those who are less powerful. It is not the same thing as quarrelling between people of about the same strength. It is typically repeated, often enjoyed by the bully or bullies and never justified. It is experienced as oppression.

Bullying can take many forms, both psychological and physical. This may be direct as in name calling, insults or put down comments or hitting, shoving, bumping, stalking or obstruction. It may be indirect, as in exclusion and rumour spreading both verbally and through electronic media. It may include damage to another's property or the setting up of humiliating experiences.

We maintain a consistent and unconditional duty to provide care and attention to every one of our students. Therefore, we do not pass judgements on students for their misguided behaviours, but work with them to always be the best person they can be.

These guidelines to be read in conjunction with Cameragal Montessori School's child safe policies and procedures and our staff Code of Conduct form part of this commitment.

Procedure

Who is responsible?

Creating a safe and fair environment is the collective responsibility of all members of the school community, staff, students and parents. Students who experience bullying will report it. Students who see bullying going on will seek help to stop it. All staff shall conscientiously implement our anti-bullying policy. Parents will pass on to staff any concerns they note with their own children.

As a school we aim to ensure that all families(children, parents, and carers) and staff attending Cameragal Montessori School understand that any type of action or conduct that is not asked for and not wanted and that might be reasonable expected to cause offence, humiliation or intimidation is harassment.

Expected Outcomes

A safe and emotionally healthy environment for everyone will lead to:

- enhanced student performance;
- increased attendance;
- increased teaching and learning time;
- a better understanding of acceptable social behaviours, combined with an awareness of unacceptable behaviours;
- a consistent approach to student management.

Bullying

The nationally agreed definition of bullying which all Australian schools now use is as follows:

- Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal (name calling, teasing offensive language), physical (including fighting, pushing, shoving, hitting gestures and touching) and/or social behaviour (exclusion form groups, racism, and sexism) that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening
- Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).
- Bullying of any form or for any reason can have immediate, medium, and long-term effects on those involved, including bystanders. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

What is not bullying

There are also some behaviours, which, although they might be unpleasant or distressing, are not bullying:

- mutual conflict - which involves a disagreement, but not an imbalance of power. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation
- single episode acts of nastiness or physical aggression, or aggression directed towards many different people, is not bullying
- social rejection or dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act. Harassment may be directed randomly or towards the same person(s). It may be intentional or unintentional.

Discrimination

Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability. Discrimination is often ongoing and commonly involves exclusion or rejection.

Violence

Violence is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm, injury or in some cases death. It may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

Sexual Harassment

Sexual harassment is unwelcome sexual conduct which makes a person (male or female, of the same or opposite gender, same sex attracted, bisexual or transgender) feel offended, humiliated and/or intimidated, where that reaction to the conduct is reasonable in the circumstances. Sexual harassment can be a single incident, repeated or continuous, direct, or indirect, and take various forms.

Cyber-bullying

Cyber-bullying is an intentional, repeated behaviour by an individual or group to cause distress or undue pressure to others using technology. Today's technology allows children to communicate instantly with others in both positive and negative ways. Cyber-bullying includes all communications that seek to threaten, humiliate, intimidate, control, or put another person or persons down.

Cyber-bullying can be carried out through an internet service such as:

- Email
- Chat room
- Discussion group or forum
- Instant messaging
- Social networking websites such as Facebook and Instagram.

Cyber-bullying can also include bullying through mobile phones via:

- Text and picture messaging
- Video clips
- Phone calls.

Specific Strategies for Prevention

- Staff will regularly inform children of what constitutes bullying and the procedures for dealing with bullying.
- Staff will identify situations where bullying is occurring.
- Staff will model positive social respectful behaviour.
- Staff will monitor student behaviour in and out of the classroom, and discourage bullying whenever it is observed. Playground supervision will be diligent.
- Anti-bullying programs will be taught regularly, both as part of PDHPE
- Social skill instruction will be part of the curriculum in every class.
- Students will be informed how to guard and protect their security online
- Students can be encouraged to speak out whenever they see someone being mean to another person online or in person.
- Students will have access to peer mediation opportunities – positive interaction between the students of all stages.
- Encouraging a climate of 'Its OK to tell' rather than 'Don't dob'.
- Staff will act quickly, and where possible use low profile techniques , to positively redirect inappropriate student behaviour.

Incident Management and Support

The prompt management of an incident by staff, encourages student accountability while supporting the children involved on all sides of the incident.

Early intervention is important. We must reassure students of school support and listen to their concerns.
All students may need support when victims of bullying. Some students will require assistance with even mild forms of bullying, while others may not. We must be mindful that bullying will impact differently on different students.

- Victims will be supported with strategies. Extra counselling support will be sought where necessary.
- The school will inform and work constructively with parents of children involved with bullying behaviour.
- Student Management procedures will be followed and recorded centrally.
- The school will implement a method of shared concern, where appropriate.
- Students will be informed how to guard and protect their security online.
- Students can be encouraged to speak out whenever they see someone being mean to another person online.
- A management plan may be established may be stablished to support the child awareness of appropriate behaviors.
- Families may be referred to seek support from qualified counselling professionals outside of the school for counselling and support.

Parents are expected to:

- collaborate with the school to support their child's growth towards self-discipline and to help their child accept responsibility for his/her actions and encourage them to work to repair any hurt they have caused;
- set an example in their dealings with staff and other members of the school community and act in accordance with the school's Positive Grievance Resolution Policy should a grievance arise;
- a set of sanctions will be developed with families and these will be actioned if required
- avail themselves of opportunities to learn more about bullying and harassment and its effects through forums and parent information sessions run by the school.

Students are expected to:

- behave in a manner that ensures the teaching and learning process is maximised for themselves and others and which brings credit to the school;
- accept increasing responsibility for their behaviour;
- participate in curriculum opportunities to learn the skills of conflict resolution and decision-making;
- participate in the establishment and review of classroom rules;
- a set of sanctions will be developed with families and these will be actioned if required.

Additional Support:

Police Youth Liaison officer
Families can contact the local **Youth Liaison Police Officer** for further assistance, available as follows:
Police Assistance Line 131 444
North Sydney Police Station
273 Pacific Highway
CROWS NEST 2065
Phone: 02 9956 3199

Relevant documents

- Behaviour Management Policy
- Student code of conduct policy: The rights and responsibilities of a Montessori student
- Staff code of conduct policy

"The School's Policies which are made from time to time are made pursuant to the requirements set out in section 47 of the Education Act, the NSW Education Standards Authority for registration of the school and the Australian Children's Education and Care Quality Authority (ACECQA)."