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Section:	Children's Health and Safety		
Policy:	Anti-Bullying Policy	Policy Number	2.2
Quality Area/s	2	Related Policies	
Review Date	Feb 2015; Oct 2016; Sep 21; April 23	Modifications	April 2023; Checked policy
Date of approval	March 2015; Dec 2016; Oct 21; April 2023	Next review Date	
Relevant Legislation			
Further Reading			

INTRODUCTION

Karuna Montessori rejects all forms of bullying. No student, employee, parent, caregiver or community member should experience bullying within the learning or working environments of the school.

AIM

At Karuna Montessori we aim to provide an environment where students attend school to participate in quality education that will help them to become self-directed, lifelong learners who can create a positive future for themselves and the wider community. We do not tolerate bullying in any form.

PROCEDURE

Any inappropriate behaviour that hinders teaching and learning at the school and interferes with the wellbeing of students cannot be accepted. Students, teachers, parents, caregivers and members of the wider school community have a shared responsibility to create a safe and happy environment, free from all forms of bullying.
All students at Karuna Montessori School have the right to feel safe and be respected as equally as unique human beings.

Karuna Montessori is proactive in its approach to building a happy, safe, friendly climate where all students work towards the common goal of learning and tolerance in a safe environment. This is reflected in the school's 'Student Welfare' policy and the teachers' active and on-going commitment towards thorough supervision, professional development, classroom management and teaching.

Protection

Definition

Bullying can be defined as deliberately hurtful behaviour, either physical or psychological, that is intentional and repeated over time by an individual or group of individuals and causes distress, hurt or undue pressure. It can devalue, frighten and isolate victims. Bullying involves the abuse of power in relationships. Bullying takes many forms. It can involve all forms of harassment, humiliation, intimidation and victimisation of others. Underlying most bullying behaviour is a desire to intimidate and dominate.

Direct/ Indirect

Physical
- Hitting
- Getting another person to assault someone
- Kicking
- Spitting
- Throwing sticks and stones
- Pushing

Verbal
- Verbal insults
- Persuading another person to insult someone or do something
- Name calling
- Spreading malicious rumours

Non-Verbal
- Threatening and obscene gestures
- Removing and hiding belongings
- Deliberate exclusion from a group or activity
- Ignoring, alienating

As a school community we have a shared responsibility to take positive and consistent actions to deal effectively with bullying.

Staff Responsibilities;

- to model appropriate behaviour at all times;
- to have knowledge of DEC and School policies relating to bullying behaviours;
- to treat each report of bullying seriously and act on the report promptly, following the school discipline procedures;
- to implement school programs such as 'Stop, I don't like it', that incorporate strategies to deal with bullying;
- to communicate incidences of bullying to parents when required;

Student Responsibilities;

- to show consideration, respect and support for others;
- to 'tell' if they are being bullied or if they see someone being bullied, both at school, and on the way to and from school;
- to develop strategies to deal with bullying incidents e.g. from the 'Stop, I don't like it' lessons at group time;
- to decrease the incidence of bullying with increased awareness of how bullying affects the members of our school community;

Parent Responsibilities;

- to respect and promote the school values;
- to encourage their children to show consideration, respect and support for others;
- to encourage their child to adapt learnt strategies to deal with bullying;
- to encourage their child to 'tell' if they are being bullied or witness bullying incidents;
- to inform the school if bullying is suspected; and
- to assist and support all students of the school to effectively deal with bullying behaviours according to the school's Anti Bullying Policy.

Managing Bullying

Prevention

Managing Bullying - Whole School Strategies
At group time or regular Grace & Courtesy lessons, children are given lessons on how to deal with situations they don't like, for example, they are taught to say 'Stop, I don't like it'.

Early Intervention

Responding to and Dealing with Bullying Behaviour

Reporting
- students are encouraged to report incidences of bullying;
- parents wishing to discuss bullying issues are encouraged to contact the school and make an appointment with the class teacher;

Dealing with Behaviours
- teachers deal with incidents as they arise;
- ongoing incidents are reported to parents and discussed at Executive meetings to create staff awareness and provide greater support for students experiencing bullying behaviours or to provide monitoring of students who bully;
- Peer mediation - when appropriate;
- Perpetrators of bullying and the victims of bullying are provided with the counsel from the Director. The Kids Helpline number is also given out to affected families.

Child Wellbeing Unit

Directors can use:

- The Mandatory Reporter Guide in determining appropriate action.
  www.keepthemsafe.nsw.gov.au, or if there is a suspected risk of significant harm, the Child
  Protection Helpline (133627), or the Child Well-Being Unit (96299400).

Communication

Table Anti Bullying Policy for discussion and definition at:

- Staff Meetings;
- Executive Meetings;
- Uploaded to the school website

EVAULATION

Incidents of bullying will be recorded and monitored on an ongoing basis. The Anti-Bullying Policy will
be reviewed annually to ensure incidents of bullying at the school remain at a minimum.

SOURCES

Cyberbullying website- www.cybersmart.gov.au
Kids Helpline – www.kidshelp.com.au or phone 1800551800