

Policy No: POL:021
NQS: Q1 & 2.1
NESA: 3.6.2
Reviewed: 15 November 2018
Date of next review: T4, 2019
Approved: Principal & Board



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Help Me To Do It Myself

POL:021 Anti-bullying policy

Policy statement

Cameragal Montessori School aims to 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. Our school actively promotes the safety and wellbeing of our students, and our school staff are committed to protecting students from abuse or harm in accordance with their legal and ethical obligations. CMS 's child safe policies and procedures and our staff code of conduct form part of this commitment.

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.

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.

Specific Strategies

- 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 and as external programs such as 'Life Education' or 'Peer Support' and other such programs.
- Social skill instruction will be part of the curriculum in every class.
- 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'.

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- Community education and problem-solving skills – through handouts to parents via programs such as Interrelate – ‘Bullying Awareness Program’.
- Cameragal Montessori School will make use of programs developed by the Youth Liaison Police Officer, who can be contacted via North Sydney Police Station on (02) 9956 3162 or (02) 9956 3199.

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 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.

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.

Strategies for Prevention

- **Guarding contact information.** Students can be informed to guard their contact information, only give mobile phone numbers, instant messaging names or email addresses to trusted friends, and keeping a note of who the information has been given it to. They can consider using caller ID blocking to hide their phone number when making calls and not to leave their name on their voicemail.
- **Take a stand against cyber bullying.** Students can be encouraged to speak out whenever they see someone being mean to another person online. Most people respond better to criticism from their peers than to disapproval from adults.

Actions

If a student is being harassed online, the following actions can be useful:

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- **Tell an adult they trust.** This can be a teacher, parent, older sibling or grandparent – someone who can help them to do something about it.
- **Block the sender's messages.** If you are being bullied through email or instant messaging, block the sender's messages. Never reply to harassing messages.
- **Keep a record.** Save any harassing messages and record the time and date that they were received.
- **Advise the Service Provider.** Most service providers have appropriate use policies that restrict users from harassing others. They can respond to reports of cyber bullying over their networks, or help track down the appropriate service provider to respond to.
- **Report to police.** If the bullying includes physical threats, tell the police. Some people think that they can get away with it because they believe it is anonymous. They are wrong. Most can be traced and it's a criminal offence to use a mobile phone or any form of communication to menace or harass or offend another person.

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)."