



montessori school

Anti-Bullying Policy

1. Introduction

Banksia Montessori School does not tolerate bullying. This includes adults bullying one another within the work environment and students bullying one another, inside or outside the classroom. This policy outlines the steps for managing any incidences of bullying that may arise and aims to prevent any further incidences. Bullying is repetitive behaviour over a prolonged period of time that occurs when there is an imbalance of power. In a school it is important that a safe, non-violent environment exists for all employees and students.

Employees should at all times act in a positive co-operative manner towards one another, acting as good role models for the students. By managing student's behaviour pro-actively and in a positive way bullying can be prevented and dealt with immediately if it occurs. A whole school awareness is necessary incorporating the parent community, the School Council, staff and students with an emphasis on a child friendly process and early intervention. Further information can be obtained from the Behaviour Management Policy.

2. Detailed definition of bullying

Bullying takes many forms, but can be best categorised under the following headings.

Emotional

- excluding peers or colleagues from groups
- spreading rumours
- making up stories to get others into trouble
- stalking
- interference with, or damage to personal property
- damage to personal dignity

Verbal

- name-calling
- constant teasing
- insults
- racist comments
- sexist comments

Physical

- hitting, punching, pushing, scratching, biting, tripping or kicking someone repeatedly
- throwing objects with the intent to injure or annoy
- taking or damaging someone's property

Some forms of conflict cannot be defined as bullying and students acquire skills individually or with the help of an adult to deal with these situations. All children and adults in the school environment have the right to be free from bullying and if bullied, to be provided with the help and support they need.

3. Prevention of Bullying

The students watch the adults in their environment to see how they co-operate and resolve conflict. They acquire knowledge, attitudes, skills and behaviours during lessons on bullying enabling them to identify and prevent bullying.

4. Responsibilities of the School Community

The school community has full access to the School's anti-bullying policy and may refer to it at any time. Therefore, it is expected that everyone within the school community knows what the school's anti-bullying policy and how it is applied.

It is the responsibility of all of the teaching staff, parents and students to personally abstain from bullying others, to actively discourage bullying when it occurs and to give support to those who are victimised.

5. Managing Bullying

Any incident of bullying is to be reported to the Principal or teacher in charge who will emphasize in no uncertain terms that bullying behaviour is unacceptable. A Behaviour Incident Report form will be completed if the behaviour falls within the definitions of bullying (refer to Appendix A: Sample Behaviour Incident Report Form for an example of this form). For the first incidence of bullying, the behaviour will be dealt with on the spot.

If the behaviour is repeated, the parents of the student involved will be informed and given support in dealing with the behaviour. Should the bullying behaviour persist the Principal will arrange an appointment with the parents of the student with the bullying behaviour, to determine the next steps. This may include seeking external support from the Non-Government School's Psychology Service. It is important the family and School work together to ensure the behaviour ceases.

In extreme cases the student may have to be suspended from the school, while external support is sought by the family to ensure behavioural change.

Appendix A



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Behaviour Incident Report Form

Name of Reporter: _____ Date: ____/____/____

Type of Incident: _____
(e.g. Bullying, aggressive behaviour)

Names of those involved (including witnesses):

Description of Incident:

Actions Taken:

Were parents informed? YES NO

Any further actions necessary? YES NO

Signature of reporter: