
ANTI-BULLYING

This policy outlines Perth Montessori's commitment to a safe and respectful learning environment where bullying is not tolerated. It provides clear definitions, prevention strategies and response procedures aligned with the Child Safe National Principles and the National Safe Schools Framework.

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Registration Standard/s

- | | |
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| ☐ 1-Curriculum | ☐ 9-Complaints |
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1. RATIONALE

Perth Montessori is committed to providing a safe, supportive and respectful environment where bullying is not tolerated. This policy outlines how we prevent, identify, and respond to bullying behaviour to protect the wellbeing of students, staff, and the broader school community.

2. DEFINITIONS

Term	Definition
Bullying	Repeated, intentional behaviour that causes harm, fear, or distress, where there is an imbalance of power (physical, verbal, social, psychological, or online).
Cyberbullying	Bullying carried out through digital technologies (e.g. text, email, social media).
Bystander	A person who sees or knows about bullying but is not directly involved.
<u>Australian Student Wellbeing Framework (ASWF)</u>	Australia's national framework for safe, inclusive and connected school communities, guiding schools in prevention, intervention and support.
<u>Bullying No Way!</u>	A national resource providing evidence-based information for schools, families and students: https://bullyingnoway.gov.au

3. SCOPE

This policy applies to all students, staff, contractors, volunteers and parents engaged in Perth Montessori activities, whether on-site, off-site or online.

4. POLICY STATEMENT

1. Definition of Bullying

- 1.1. Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm.
- 1.2. 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.

- 1.3. Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert).
- 1.4. Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).
- 1.5. Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.
- 1.6. Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

2. Types of Bullying

Bullying may take different forms, including but not limited to:

- 2.1. Physical bullying – hitting, kicking, pushing, or damaging property.
- 2.2. Verbal bullying – name calling, insults, threats, or offensive comments.
- 2.3. Social/relational bullying – spreading rumours, excluding others, humiliation, or manipulating friendships.
- 2.4. Cyberbullying – abusive messages, emails, posts, fake profiles, or sharing private images without consent.

3. At Perth Montessori, we:

- 3.1. Educate students, staff and families about recognising and reporting bullying.
- 3.2. Distinguish between conflict/teasing and bullying, with age-appropriate resolution strategies for each.
- 3.3. Respond promptly and appropriately to all concerns and incidents, ensuring records are kept.
- 3.4. Uphold the Child Safe National Principles and the Australian Student Wellbeing Framework.
- 3.5. Support both those who experience bullying and those who engage in bullying, with the aim of building empathy and restorative relationships.
- 3.6. Use national resources such as Bullying No Way! to inform practice and provide accessible information to parents and students.

5. RELATED DOCUMENTS

- Anti-bullying Procedure
- Behaviour Management Policy and Procedures
- Child Safe & Child Friendly Policy
- Equal Opportunity Policy
- Inclusion and SAER Policy
- Student Code of Conduct
- Staff Code of Conduct
- Parent Code of Conduct

6. RELATED LEGISLATION AND STANDARDS

- [Disability Discrimination Act 1992 \(Cth\)](#)
- [Disability Standards for Education 2005](#)
- [Equal Opportunity Act 1984 \(WA\)](#)
- [School Education Act 1999 \(WA\)](#)
- [School Education Regulations 2000 \(WA\)](#)
- [National Principles for Child Safe Organisations](#)
- [Australian Student Wellbeing Framework](#)

7. REVISION HISTORY

#	Date	Owner	Change
v1.0	11/04/2005	Original Policy	Initial adoption
v2.0	2015	Business Manager	Reformatted, removal of procedures
v3.0	2023	Sally Alderton	Revision based on AISWA guidelines
v4.0	17/10/2025	Sally Alderton	Reformatted to new template, aligned with Child Safe Standards, ASWF, and Bullying No Way! Resource, renamed to “anti-bullying”.