



<b>Policy Name</b>	<b>Anti-Bullying Policy</b>
<b>Related Policies and Legislation</b>	Appropriate Behaviour Policy Child Protection Policy & Procedure Duty of Care Policy Equal Opportunity, Discrimination & Harassment Policy Work Health & Safety Policy School Code of Conduct – Treetops Staff & Students Australian Student Wellbeing Framework AISWA Guidelines – Bullying Prevention
<b>Policy Category</b>	Behaviour Management
<b>Relevant Audience</b>	All Treetops Community
<b>Date of Issue / Last Revision</b>	20 May 2010 15 March 2013 27 October 2016 15 August 2019 <b>30 March 2023</b>
<b>Date Set for Review</b>	<b>March 2027</b>
<b>Person/s Responsible for Review</b>	Treetops Administration

## Anti-Bullying Policy

### Purpose

The Anti-Bullying Policy is one of a number of policies and procedures (listed above) that together describe the behaviour, culture, and practices expected of employees, contractors, volunteers and students in their work and learning at Treetops Montessori School.

The Anti-Bullying Policy aims to prevent bullying. It describes the sorts of behaviours and relationships that constitute bullying. It lists the rights and responsibilities students and staff should expect and uphold when working and learning at Treetops. It describes Treetops' commitment to preventing bullying and how it will deal with any incidents or suspected bullying.

### **Definition of Bullying**

Bullying is a wilful, conscious desire to hurt, frighten or threaten. It can be physical, verbal, threatening/psychological, and/or emotional. It can be directed at a person's belongings such as repeatedly hiding someone's possessions. It can occur using technology such as email, phone, messaging, and internet (cyber bullying). Bullying includes racial, religious, gender, and sexual harassment. It can occur in the form of offensive gestures, intimidation, extortion and social exclusion. It is behaviour that is designed to hurt, injure, embarrass, upset or discomfort the other person for the bully's own gain or gratification and to feel a sense of power over the victim.

Bullying is usually a series of repeated intentionally cruel incidents, involving the same people, in the same bully and victim roles, with a disparity of power between the parties. This, however, does not mean that in order for bullying to occur there must be repeat offences. Bullying can consist of a single interaction.

### **Effects of bullying or being bullied**

Signs of bullying or being bullied can include changes in mental health such as depression and anxiety, social effects such as loneliness, physical health signs such as evidence of physical harm or poorer health, and other effects such as reluctance to go to school, lower academic performance and unhappiness at school.

### **School Commitment**

Treetops School does not tolerate bullying and is committed to providing a positive and safe environment for all members of the school community. All staff and students are obligated to report any incidents of bullying or suspected bullying to the appropriate person. We educate our staff and students about bullying and the effects of bullying; we closely monitor the behaviour of our staff and students to ensure that bullying is not allowed to occur; and we will take swift and early action to deal with any bullying that does occur.

### **A Child Safe Environment**

Consistent with Standard 10.1, the arrangement of the premises and implementation of policies and procedures must enable the provision of a child-safe environment which assists to deter inappropriate interactions and facilitate detection. Treetops will, therefore, aim to eliminate opportunities for grooming behaviour, bullying and harassment, child abuse, assaults and self-harm to occur undetected.' <https://www.education.wa.edu.au/standards>.