Bullying, Cyberbullying and Harassment

Bullying is not accepted at Crestmead State School. Bullying refers to deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied, to defend themselves. There are three main types of bullying:

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<th>DIRECT</th>
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| **PHYSICAL** | • Touching  
| | • Pushing  
| | • Spitting  
| | • Punching  
| | • Hitting  
| | • Intimidating  
| | • Poking  
| | • Tripping  
| | • Tearing clothes  
| • Stealing  
| • Hiding  
| • Damaging property  
| • Destroying property  
| • Interfering with another’s property  
| • Extortion -threatening physical violence if don’t hand over item/money/food etc  
| **VERBAL** | • Name calling  
| | • Teasing  
| | • Degrading comments  
| | • Echoing  
| | • Threats  
| | • Sexual harassment  
| | • Discriminatory comments (race, culture, religion, appearance, disability)  
| | • Put downs  
| | • Making rude comments about friends and family  
| • Offensive notes / emails  
| • Spreading rumours  
| **EMOTIONAL** | • Open humiliation  
| | • Child followed  
| | • Dirty Looks  
| | • Rude gestures  
| | • Silent treatment  
| | • Harassing phone calls / text messages  
| | • Whispering about somebody behind his/her back  
| | • Demanding money or services ‘or else’  
| | • Posting inappropriate comments on internet chart rooms like MSN and Facebook  
| • Ostracising  
| • Excluding  
| • Manipulation of friendship groups.  

A Bully’s Usual Excuses:

- We were just kidding
- He/she hit me first
- I didn’t say anything
- I didn’t touch her/him
- It was an accident
- We were only joking
- It was all in fun.
**Actions by Staff to Address Bullying and Cyberbullying**

**Proactively, staff will:**
- Act as role models of caring and tolerant behaviour.
- Listen to reports of bullying and will **not dismiss these reports**.
- Protect the victim from further harm.
- Act to stop the bullying recurring.
- Address bullying issues through the ‘You Can Do It Program’ and class discussions
- Encourage students to develop interpersonal skills through group activities and teamwork
- Teach students online safety and etiquette

**Staff will support students who have been bullied by:**
- Discussing with them what happened and recording details
- Raising awareness of the victim’s plight to the appropriate stakeholder
- Taking disciplinary action with the perpetrator
- Using the “You Can Do It” program to target specific issues.
- Work with the parents of the victim to assist their son/daughter to avoid being bullied in the future
- Students who are bullied are taught positive strategies:
  - Positive ignoring - don’t hit back, swear or retaliate.
  - Firm talk: “I will report you if you don’t stop”
  - Staying calm and walking away confidently
  - Reporting – telling an adult
  - Positive self-talk and visualisation
  - Forming and maintaining friendships with non-bullying students
  - Maintaining distance from known bullies and potential trouble spots

**Staff will support students who are bullying by:**
- Discussing restitution to the victim and provide an opportunity for this to occur
- Telling them that their behaviour was wrong and needs to change
- Initially assisting the bully to change his/her behaviour by explaining alternative ways of behaving
- Providing individual counselling with Administration or Guidance Officer or BAT if further transgressions occur.
- Instigating an individual behaviour plan, in consultation with the parents, which targets the bullying behaviour.
- Following through with consequences - detention, suspension, exclusion should the bully persist with his/her negative behaviour.

**The School will encourage parents to support students who have been bullied by:**
- Listening to the child
- Working with the school to resolve issues rather than taking matters into their own hands
- Helping the child to work out strategies to deal with the problem
- Improving the child’s confidence