






CRESTMED STATE SCHOOL

Excellence in teaching, excellence in learning

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:

	DIRECT	INDIRECT
PHYSICAL 	<ul style="list-style-type: none"> • Touching • Pushing • Spitting • Punching • Hitting • Intimidating • Poking • Tripping • Tearing clothes 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Offensive notes / emails • Spreading rumours
EMOTIONAL 	<ul style="list-style-type: none"> • 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 chat rooms like MSN and Facebook 	<ul style="list-style-type: none"> • 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