

2019 - 2020

Bullying Prevention and Intervention Plan

OUR SCHOOL COMMITMENT

We are committed to fostering a safe, accepting and supportive learning environment that promotes well-being (i.e., cognitive, emotional, social, physical) and the academic achievement of all learners. We believe that this is achieved through a Whole School Approach. We will respond to any student behaviour that is likely to have a negative impact on the school climate and will investigate all reports of bullying. We will provide support to those affected by bullying, including those who engage in bullying.

Bullying is not tolerated here.

POLICY STATEMENT

Bullying will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online) where engaging in bullying will have a negative impact on the school climate.

Ministry of Education of Ontario, PPM 144

HEALTHY RELATIONSHIPS

Healthy Relationships are those that provide:

- *A sense of security and stability*
- *Basic needs*
- *A sense of being valued and belonging*
- *Support and guidance to learn essential skills and understanding*
- *Protection from excessive stress*

PREVNet, 2014

We all share a collective responsibility in fostering healthy relationships that build welcoming, respectful, safe and inclusive environments.

DEFINITION OF BULLYING

Bullying: Means aggressive and typically repeated behaviour by a pupil where,

- (a) the behaviour is intended by the pupil to have the effect of, or the pupil ought to know that the behaviour would be likely to have the effect of,
 - (i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or
 - (ii) creating a negative environment at a school for another individual, and
- (b) the behaviour occurs in a context where there is a real or perceived power imbalance between the pupil and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education;

Cyber-bullying: For the purposes of the definition of "bullying" seen here, bullying includes bullying by electronic means (commonly known as cyber-bullying), including,

- (a) creating a web page or a blog in which the creator assumes the identity of another person;
- (b) impersonating another person as the author of content or messages posted on the internet; and
- (c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.

For the purposes of the definition of "bullying" in subsection (1), behaviour includes the use of any physical, verbal, electronic, written or other means.

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Our Safe and Accepting Schools Team

Our Safe and Accepting Schools Team leads our planning to promote a safe, inclusive, and welcoming school climate.

Chair: C. Thompson

Teacher(s): K. Hines

Student(s): Jack Hopley, Alex Gale, Lindsay Budd, Katie Taylor

Community Partner(s): Cst. P. Bruce, Tracey Grosse

Principal: J. Thomas

Vice Principals: JL Poulin, A. Phelan

Support Staff: Celia Rodrigues

Parent(s): P. Slade

What the Data Tells Us - School Climate Surveys and Other Data

As part of the on-going monitoring and evaluation process, schools gather data from a various of sources, including school climate surveys of students, staff and parents every two years. Our school data indicates the following:

STRENGTH

- 91% of students reported feeling safe at school. In the classroom (97%), gym (95%), locker area (95%), and lunch areas (90%).
- Around bullying, 96% report that they have not witnessed any bullying, and 90% have reported never been bullied.
- 92% of students take advantage of school fitness opportunities (teams, intramurals, weight room, etc.).
- 92% of students are involved in a school club or activity.

Based on the analysis of various sources of data, our school has identified specific bullying prevention and intervention goal statements for this school year. These goal statements will drive our actions for this year. Outcomes will be monitored and assessed using a continuous improvement cycle.

GOALS

- Increase the percent of students who feel a sense of belonging (from 76%).
- Increased awareness of where/how to ask for help (from 67%)
- Reduce the gap between students and staff around perception of teachers' pride in our students' achievements.
- Decrease the percentage of students that are reporting having been bullied (from 10%).
- To promote the development of supportive relationships among staff and students.

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AWARENESS AND PREVENTION

What We are Doing In Our Classrooms and in Our School - Bullying Awareness and Prevention Strategies

Our school is implementing a variety of strategies to support student well-being and to positively impact students' readiness to learn. These strategies involve students, staff, parents and community members as part of a whole school approach. Below are highlights of our strategies.

- Building resiliency
 - Consistent enforcement of code of conduct
 - Establishing positive relationships
- Bully awareness and prevention
 - Grade assemblies and police presentations
 - Report Bullying Now program
 - Student to student mentorship
- Caring adult
 - Guidance interventions
 - Student success interventions with at risk students
 - School Resource Officer
 - School Social Worker
- Character Education
 - Student led learning activities
 - School wide challenges to build awareness
 - Guest presenters
 - Youth Summit/Girls' Night In
- Culturally responsive pedagogy
 - Staff chooses resources which reflect diverse perspectives
- Progressive Discipline: A Bias-free Approach
 - School community is aware of the progressive discipline approach
 - Students are dealt with on an individual basis and according to their needs
- Upstander/Ally behaviour
 - SLAM
 - HSLC
 - Athletic Council
 - Ally week – announcements and awareness by GSA
 - Bully Prevention Week
 - White Ribbon campaign
 - Pink Shirt/Anti-bullying programs
 - Orange Shirt/Reconciliation programs

How "Student Voice" is Present in Our School - Bullying Awareness and Prevention Strategies

Engaging students to help shape the learning environment is an important component of a whole school approach to promoting a positive school climate. The following examples are highlights of "student voice" in action at our school.

- Student Council, Student Leaders and Mentors, Leadership Council and Athletic Council organise and promote a variety of events throughout the school year: ie) Spirit Week, Rivalry Week, Leadership Camp, Stress Week, Frosh Day, etc.
- GSA group members promote Ally week and Pink Shirt Day
- Me to We
- Student Senators

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INTERVENTION	How We Report Bullying at Our School		
	Procedures are in place that allow students and parents to report bullying incidents as well as procedures that outline the requirements for staff to report bullying in accordance with legislation.		
	Student Reporting: <ul style="list-style-type: none"> Reporting bullying to a trusted adult (e.g., parent, teacher, administrator, support staff, police liaison officer) Using the “Report Bullying Now” button on the school/board website 	Staff Reporting: <ul style="list-style-type: none"> “The Education Act states that an employee of the board who becomes aware that a student at the school of the board may have engaged in a serious student incident shall report the matter to the principal as soon as reasonably possible” (PPM 144) When appropriate, staff complete and submit the “Safe Schools Incident Reporting Form – Part I” to the principal. The principal provides written acknowledgement to the employee using the “Safe Schools Incident Reporting Form – Part II” (PPM 144) 	Parent/Community Reporting: <ul style="list-style-type: none"> Reporting bullying to the classroom teacher, support staff and/or administration Using the “Report Bullying Now” button on the school website
	How We Respond to Bullying at Our School		
Our school response to bullying follows a bias-free approach to progressive discipline that involves the following immediate and long-term actions:			
<ul style="list-style-type: none"> Ensuring the safety of all involved Responding to any student behaviour that is likely to have a negative impact on the school climate Conducting a school-based investigation (consulting the Police/Board Protocol, when necessary) considering mitigating and other factors Contacting the parents of the person(s) who has been harmed and the parents of the person(s) who has caused harm, in accordance with legislation Collaborating with community partners, when appropriate Developing an action plan that is responsive and supportive Engaging in Restorative Practice conferencing, when appropriate Implementing a Safe Schools Student Safety Plan, when necessary Implementing/reviewing a Special Education Behaviour Safety Plan, when appropriate 			

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INTERVENTION	How We Provide Ongoing Support to Those Impacted by Bullying at Our School	
	Support for the person(s) who has been harmed, the person(s) who has caused harm and the person(s) who has witnessed harm may include:	
	<ul style="list-style-type: none"> • Furthering school-level support such as connection to a caring adult, classroom and yard considerations, special education considerations, participation in co-curricular programming • Implementing board-level supports such as social work or psychological services (with consent) • Identifying community support resources • Implementing a Safe Schools Student Safety Plan and/or Support and Responsibility Agreement (SRA), when necessary 	
	Follow-up for the person(s) who has been harmed, the person(s) who has caused harm and the person(s) who has witnessed harm will include:	
	<ul style="list-style-type: none"> • Individual monitoring based on specific needs (e.g., regular check-ins) 	

TRAINING/LEARNING	How We Are Building Capacity for Prevention and Intervention At Our School		
	Training/learning opportunities occur at the board level, community level and school level. Here are highlights of our training/learning opportunities:		
	<p>Student:</p> <ul style="list-style-type: none"> • Welcome back/code of conduct assembly • Police liaison presentations • Youth Summit • Student led character education lessons (SLAM) • Interventions and programming offered by the Durham Region Health Department • Participation in Board wide student conferences • Developing supportive relationships with the school community 	<p>Staff:</p> <ul style="list-style-type: none"> • Bully Prevention and Intervention training • Restorative Practice and circle training • Culturally responsive pedagogy training • School climate survey • Mental health first aid training • Bullying awareness and prevention week; pink shirt day, orange shirt day, staff meetings, Google classroom and power points • Emotional intelligence training • Building resiliency through self-regulation • NTIP training 	<p>Parents:</p> <ul style="list-style-type: none"> • Parents as Partners Conference • SCC guest speakers • Parent engagement presentations • Participation in grade 9 day • Information evenings

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COMMUNICATION	How We Are Communicating With Students, Staff, Parents and the Community		
	To support a whole school approach, the school will communicate with staff, students, parents and the community. Communication methods include:		
	Student: <ul style="list-style-type: none"> • Daily announcements • Posters and other sign boards • GSA, SLAM and SAC Leadership Group meetings • School website • Homeroom teachers • Twitter 	Staff: <ul style="list-style-type: none"> • Staff meetings • Daily announcements • Weekly Memo • Email • Mailbox notices • One-on-one meetings with staff • Small group meetings with club and group leaders • Twitter 	Parents: <ul style="list-style-type: none"> • School website • School sign • SCC • School newsletter • Phone and email communication from teachers and administrators • Twitter

CONTINUOUS IMPROVEMENT	Monitoring Our Progress		
	As part of the continuous improvement model, the Bullying Prevention and Intervention Plan will be monitored regularly through:		
	<ul style="list-style-type: none"> • Safe and Accepting Schools Team meetings • Staff meetings, department meetings, committee meetings • School improvement planning • Climate survey 		

Please visit www.ddsb.ca for more information on how the Durham District School Board is supporting student well-being and promoting a positive school climate.