



Halton District School Board

Bullying Prevention and Intervention Action Plan Template 2014

Providing students with an opportunity to learn and develop in a safe and respectful society is a shared responsibility in which the board and our schools play an important role. Schools with bullying prevention and intervention strategies foster a positive learning and teaching environment that supports academic achievement for all students and that helps students reach their full potential. Bullying prevention and intervention strategies must be modeled by all members of the school community.

from HDSB Bullying Prevention and Intervention Administrative Procedure

Definition of Bullying

Bullying means **aggressive and typically repeated behaviour** by a student where,

- a) the behaviour is intended, or the student ought to know that the behaviour would be likely to have that effect of,
 - causing fear or distress to another individual, including physical, psychological, social or academic harm, harm to the person's reputation or property, or
 - creating a negative environment at the 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.

Bullying behaviour includes the use of any physical, verbal, electronic, written or other means. For the purposes of the definition of bullying, bullying by electronic means (commonly known as cyber-bullying), including, creating a web page or blog in which the creator assumes the identity of another person or impersonating another person as the author of content or messages posted on the internet; communicating material electronically to more than one individual or posting material on a web-site that may be accessed by one or more individuals

from Accepting Schools Act 2012

SSAT MEMBERSHIP	2014 / 2015
<i>School</i>	Glen Williams P.S.
<i>Principal or Vice Principal</i>	Vince Cundari

<i>Teacher</i>	Lisa Boorman
<i>Non-Teaching Staff</i>	Ruth Racinsky
<i>Parent</i>	Roy Preston
<i>Community Partner</i>	Rev. Orear
<i>Students</i>	Grade 5 Class
SSAT CONTACT PERSON (must be a staff member)	Vince Cundari
Email address	cundariv@hdsb.ca

<p>Types of bullying that exist in our school <i>(as identified through school based data and information)</i></p>
<p>We have identified that at times the following types of bullying behaviour are present:</p> <ul style="list-style-type: none"> > Exclusion > Gossiping > Teasing > Hitting/Kicking

<p>School Bullying Prevention SMART Goal</p>
<p>> SMART Goal: 90% of our grades 2-5 (124/138) students will respond favorably to the school survey focusing on “belonging” (May 2015). Currently 85% of students responded favorably on the May 2014 survey.</p>

<p>Bullying Prevention and Awareness Strategies/Curricular Connections/Activities</p>
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(for whole school, and those students at risk of bullying behaviours)

- > CYC and Social Workers involvement
- > Model respect
- > Create a safe, cooperative learning environment (Tribes)
- > Involve students in establishment of class rules
- > Report incidents
- > Watch and listen for signs of bullying
- > Promotion of student behavior code
- > Recognize and celebrate positive student behaviour
- > Playground Leaders conducting playground games.
- > Glen Gatherings. Community Clean-Up. Candlelight Tribute. Food Drive. Toy Drive.
- > Bus Safety In-servicing. Bus Evacuation Drills.
- > The Bully Free Classroom (resource). Second Step program.
- > In class discussions and In-school presentations
- > Increased focus on the role of the Bystander
- > Equity Through Inclusion and The Equity Continuum (resources)
- > Cultural Diversity (Books, Videos). Picture books.
- > Plan Canada
- > Bucket Book
- > Appreciation Statements

Bullying Intervention and Support Strategies

(for individuals who cause harm, are impacted by harm and are witness to harm)

- > Problem Solving
 - > Staff Counselling
 - > Progressive Discipline
 - > CYC
 - > Drama/Role Playing
 - > Conflict Resolution Box
 - > Social Workers
 - > Public Health Nurse
 - > Ensure safety of everyone. Communication home. Follow-up. Role modelling. Research Project.
- Steps to Stop Bullying
1. Do not react to the person, walk-away.
 2. Say: "Stop it. I don't like it when____. (e.g., I'm called names)". " I feel____. ('I' message)
"If you do it again, I am going to tell a teacher or a trusted adult."
 3. If it happens again, tell a teacher or a trusted adult.

- > Provide students opportunities to talk about bullying e.g., at community circles, presentations.
- > Teach students how to respond appropriately to bullying behaviours.

Training Resources and Outreach Strategies for Members of the School Staff, Parents and Community

Parents/Community:

- > Workshops e.g., Facebook 101
- > Websites e.g., school, board, www.edu.gov.on.ca/eng/safeschools/prevention.html
- > Reach Out Center for Kids
- > Code of Conduct
- > HDSB Progressive Discipline Policy

Staff:

- > Tribes Training
- > In-servicing
- > Safe School's DVD
- > Responding to bullying incidents
- > Steps of Intervention
- > Board sponsored workshops
- > Building positive relationships with students
- > Parent engagement
- > *connected* ([real life online.ca](http://real.lifeonline.ca))

Bullying Prevention and Awareness Responsibilities for:

Staff:

- > Annual administration and follow up of student questionnaire regarding safety and bullying
- > Provide students opportunities to talk about bullying e.g., at community circles, presentations
- > Teach students how to respond appropriately to bullying behaviours
- > Take allegations of bullying seriously and act immediately
- > Address bullying behaviour. Be on time for supervision duties. Closely supervise/be proactive

Students:

- > Bystander Expectations
- > Refuse to condone bullying by joining in, laughing or encouraging
- > Speak up and offer words of encouragement/support for the victim
- > Tell kids who bully to stop. Bullying is NOT cool

Parents:

- > Foster your child's confidence and independence to be willing to take action and deal with the situation.
- > Be supportive of your child, ensure that your child understands that they are not at fault or deserving.
- > Work collaboratively with child and school to address problems.
- > Seek to collect all the information to ensure accuracy.

Monitoring and Review Process/Timelines

This plan has been shared with staff and parents via: (Underline)

- ✓ Staff Meeting
- ✓ School Council Meeting
- ☐ Newsletter
- ✓ School Website (*required*)
- ☐ Other



Resources/Reference: Safe and Inclusive Schools Policy

Bullying Prevention and Intervention Admin Procedure
Bullying Prevention and Intervention Framework
HDSB Guide to Bullying Prevention and Intervention
Promoting a Positive School Climate
TFFM Survey
Safe Schools Social Workers
Public Health Nurses