Our School Commitment

We are committed to fostering a safe, accepting and supportive learning environment that promotes positive mental health and well-being, as well as 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.

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.

Healthy Relationships

PREVNet describes Healthy Relationships as 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.

We all share a collective responsibility in fostering healthy relationships

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;

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

Cyber-bullying: For the purposes of the definition of "bullying" in subsection (1), 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.

Our Safe and Accept Schools Team

Our Safe and Accepting School Team is responsible for fostering a safe, inclusive and accepting school climate.

Chair: Christina Douglas	Principal: Christina Douglas
Teachers(s): Susan Doern	Support staff:
Student(s):	Parent(s): Gita Vilimek, Katie Morrison
Community Partner(s): Allison Jealouse (Public Health Nurse)	

What the Data tells us – School Climate Survey Safe and Accept Schools Team

As part of the ongoing monitoring and evaluation process, school boards conduct school climate surveys of students, staff and parents every two years. Our school data indicates the following:

STRENGTHS:

-Students feel safe in their classrooms

-Students feel safe in the hallways

-Students know how to report bullying

-The vast majority of students do not feel they had been bullied in the past year

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:

-Reduce the number of students who have been impacted by bullying

-Decrease the percentage of students who told no-one about being bullied

What we are doing in our classrooms and in our school – bullying awareness and prevention strategies

Our school is implementing the following strategies to support the well-being of the whole child/youth and to positively impact students' readiness to learn. These strategies involve students, staff, parents, and community members as part of a whole school approach to promoting a positive school climate.

Awareness:

-Celebrating our cultures (Islamic History Month, Tamil Heritage Month, Black History Month, Asian/South Asian Heritage month, Aboriginal and Italian Heritage Month) through announcements, videos, presentations and art work.

-Ensure student voice, leadership and engagement are an integral part of program planning and delivery

-Reframing our language program to focus on student mental health and equity topics

-Engaging students in Equity, Mental Health and Wellbeing committees

-Running Mental Health and Equity professional development for teachers

-Using progressive discipline

-Partnering with Public Health Nurse on a variety of topics

-Provide opportunities for self and peer assessment

-Complete digital citizenship

-Continuing to focus on positive mental health

-Using restorative practices to help students resolve conflict

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:	Staff Reporting:	Parents/Guardians/Community Members:
- Report bullying to a trusted adult within the school "Report Bullying Now" on school website - Climate survey	- As per PPM 144, staff shall report to the Principal all serious student incidents as soon as reasonably possible - When appropriate, staff to complete and submit the "Safe Schools Incident Reporting Form – Part 1" to the Principal	- Report bullying to the classroom teacher, support staff and/or Administration "Report Bullying Now" button on the school website.

How we Respond to Bullying at Our School

Our school response to bullying follows a progressive discipline approach that may involve the following immediate and long-term actions:

- Taking all reports of bullying seriously
- Conducting a school-based investigation
- Considering mitigating and other factors
- Contacting the parents of involved students
- Contacting community partners, when appropriate
- Developing an action plan that might include Restorative Practice, Progressive Discipline or other approaches
- Adjusting our Safety Plan as appropriate
- Adjusting supervision as appropriate
- Involving school board resource personnel as required (Social Work, Psychological Services, etc)
- Informing staff as appropriate

How we Support and Follow-up With Those Affected by Bullying at Our School

Support for the person(s) who has been harmed, the person(s) who has caused the harm and the person(s) who has witnessed harm may include:

- School level support such as a connection to a caring adult (teacher, SERT, admin, coach, etc)
- School level co-curriculars, such as: Peer mentoring, Leadership Team, Big Brothers/Sisters
- Board level support, such as: Social Workers or Psychological Services (with consent)
- Connecting the person with community resources

Follow-up for all three groups (the person harmed, the person who caused the harm and the witnesses) will be individual and varied according to their needs and may include regular check-ins with a trusted adult.

How We Are Building Capacity for Prevention and Intervention At Our School

Training opportunities include board level training, community led training and school based training:

Student:	Staff:	Parents:
• Code of Conduct review (by teacher or assembly)	• Restorative practices and circle training	• Parents and Partners Conference • SCC meetings/guest speakers

- Police Liaison presentations
- Digital Citizenship
- Public Health presentations
- Pink Shirt/Bullying Awareness Days
- Focus groups throughout the year to gain student feedback and perspective

- Culturally Responsive Pedagogy Training
- Safety Week Open House
- Mental Health First Aid
- Violent Threat Risk Assessment training
- Safe Schools and Bullying Awareness and Prevention Week
- Mental Health Literacy Course at School's Mental Health Ontario
- NTIP training

- Parent engagement presentations
- DDSB safety week Open House
- Parents Reaching Out Initiatives

How We Are Communicating With Students, Staff and Parents

To support a whole school approach, the school will communicate with staff, students and parents. Communication methods include:

Students:

- Discussions
- Announcements
- Classroom visits
- Assemblies
- School website
- Newsletters
- Social Media
- Posters
- Committees
- Presentations/guest speakers

Staff:

- Discussions and conversations
- Staff meetings
- Division meetings
- PD days
- Emails
- Social media
- Committees
- School/board website

Parents:

- Discussions and conversations
- School/board websites
- Parent engagement activities
- Social media
- Student agendas
- Newsletters
- Committees
- Via the SCC

How We Are Monitoring Our Progress

As part of the continuous improvement model, the Bullying Prevention and Intervention plan will be monitored regularly through:

- Safe and Accepting Schools Team meetings
- Staff Meetings, division meetings, committee meetings
- DDSB school climate survey/in-house surveys