

BULLYING PREVENTION AND INTERVENTION PLAN Front of Yonge Elementary School 2019-2020

Our School Commitment

Our commitment to students is to provide a safe and engaging learning environment that will empower students to be creative problem solvers and life long learners. We emphasize the virtues of caring, responsibility, respect, resilience, kindness, courage and honesty.

The expectations we have for our students are:

- Always work hard and try your best!
- Be kind and respectful to each other!
- Get involved - Participate!

We believe that when students come to school and practice these expectations they will be contributing to an atmosphere where everyone feels safe and happy which, in turn, will positively impact academic achievement and social growth.

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 engaged in bullying will have a negative impact on the school climate. *Ministry of Education of Ontario, PPM 144*



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

Cyber-bullying: Bullying includes bullying by electronic means (commonly known as cyber-bullying), including,

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

PPM 144

Our Safe and Accepting Schools Team

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

Chair: Rhonda Bird
Teacher: Rhonda Bird
Student(s): TBD
Community Partner: Nursing Students from St. Lawrence College

Principal: Jennifer Moore
Support Staff: Lorrie Somerville
Parent: Michele Richards

What the Data Tells US - School Climate Survey and Other Data

As part of the on-going 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:

- Kindergarten and Primary students are all very comfortable talking with adults at the school if/when they have an issue
- The vast majority of Primary and Junior students answer "not once" when asked about the frequency of bullying events they have experienced.
- Primary and Junior students predominantly responded to bullying events in positive ways (reporting to adults, standing up to bullies, getting someone to help stop the bullying)
- Front of Yonge students speak with great pride about their school and experiences at school.

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Based on the analysis of various sources of data, our school has identified specific bullying prevention and interventions 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 Kindergarten students’ awareness and familiarity with the three expectations for students.
- Provide additional learning opportunities for students to enhance their self-awareness and empathy (Roots of Empathy, Character Education, “Kindness: A Lesson Plan”)
- Utilize communication tools (e.g. Facebook, Newsletters, Agendas)
- Having student representatives from the school, community and parents

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 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.

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| <ul style="list-style-type: none"> • Character Education (see additional information in Appendix 1) • Bullying Prevention and Intervention Week / Pink Shirt Day • Conflict resolution • Equity and inclusive education • Teaching kindness through “Kindness: A Lesson Plan” | <ul style="list-style-type: none"> • Positive mental health • Progressive Discipline: A Bias-free Approach • Student Support Partner • Zones of Regulation • Special Speakers (see additional Information in Appendix 1) |
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What “Student Voice” is Doing 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 strategies are student-based initiations that are being implemented in our school.

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| <ul style="list-style-type: none"> • WE club (see additional information in Appendix 1) • Eco club • Girls Inc. | <ul style="list-style-type: none"> • Safe Schools • “Character Always” programming • Character Development Experiences (WE Day) |
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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:

- Reporting bullying to a trusted adult (e.g. teacher, administrator, support staff, coach, police liaison officer)

Staff Reporting:

- “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 incident shall report the matter to the principal as soon as reasonably possible.” (PPM 144)

Parent/Community Reporting:

- Reporting bullying to the classroom teacher and/or administration

How We Respond to Bullying at Our School

Our school response to bullying includes a tiered approach that may involve the following immediate and long term actions:

- Ensure the safety of all involved
- Responding to any student behaviour that is likely to have a negative impact on the school climate
- Using “teachable moments” with Progressive Discipline
- Teaching character development through curriculum foci
- Teaching character development through assemblies, presentations, guest speakers, etc.
- Following restorative justice practices to address incidents
- Conducting school-based investigations
- Contacting community partners, when necessary; contacting parents of the person(s) who has been harmed and the parents of the person(s) who has caused harm in accordance with legislation
- Considering mitigating and other factors.

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 connection to a caring adult (e.g., teacher, student support partner, support staff, Learning Resource Teacher)
- Board-level support such as social workers or psychological services
- Identifying community support resources

Follow-up for the person(s) who has been harmed, the person(s) who has caused the harm and the person(s) who has witnessed harm will include:

- Individual monitoring plan based on individual needs (e.g., regular check-ins)

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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:
<ul style="list-style-type: none"> • School assemblies • Student led bullying prevention and intervention initiatives (kindness board, etc.) • Community service presenters (Police, Paramedics) • School-based presentations (Shriner's Speaker Bella Rose, etc.) 	<ul style="list-style-type: none"> • Restorative practices • Culturally responsive pedagogy • Poverty-Strategies • Violence Threat Risk Assessment Protocol • Safe Schools Bullying Awareness • Emotional Intelligence training 	<ul style="list-style-type: none"> • School Community Council guest speakers • Parent engagement presentation/activities (PPP) • Parent invites - Remembrance Day Ceremony, Holiday Assemblies, Welcome Back BBQ • pink shirt day info sheet, including definitions of bullying and how to respond to bullying

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:

Student:	Staff:	Parents:
<ul style="list-style-type: none"> • Discussions and conversations • Announcements (positive quotes, etc.) • Classroom visits • Assemblies • School/Board websites • Class and School newsletters • Social media • Posters 	<ul style="list-style-type: none"> • Discussions and conversations • Staff meetings • Professional development days • Emails • Weekly Calendar • Committees • Professional learning networks • School/board websites 	<ul style="list-style-type: none"> • Discussions and conversations • School/Board websites • Parent engagement activities (Welcome Back BBQ, assemblies, concerts, information nights) • Social media (Facebook, etc.) • Student Agenda • Classroom and School Newsletters • Committees • Triple-P Parenting Seminars

Monitoring Our Progress

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

- Safe and Accepting School Team meetings
- Staff meetings, committee meetings
- FOY School Climate Surveys
- Check-ins with students on an ongoing and informal basis



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Resources for Families

<https://www.ontario.ca/page/bullying-we-can-all-help-stop-it>

Appendix 1 - Additional Information

Character Education

Directed at Grade 5 and 6 boys, this 10-week program focuses on the ten 'Character Always' virtues, which include caring, empathy, respect, perseverance, resiliency, courage, honesty, fairness, responsibility and generosity. Each week students will role play and discuss issues related to each of the virtues. Students will define, discuss the importance of and connect to people in our community who demonstrate the virtue well. Students will plan a way to practice/demonstrate the character trait in their daily lives. Some resources being used in this program are drawn from character.org and goodcharacter.com.

Kindness: A Lesson Plan

<https://www.edutopia.org/blog/kindness-lesson-plan-rebecca-alber>

Girls Inc.

<https://girlsinc.org>

WE Club

The goal of the WE Club is to show students that they are part of a bigger world and have the ability to make positive changes in the school, local community and world. Students are fully responsible for all aspects of delivering initiatives within the school. Specific activities include the WE Scare Hunger Campaign, WE are Rafikis and Hot Chocolate Fridays. For more information, see: <https://www.we.org>

Shriners Hospitals Speakers

Isabella Rose, the Shriners 2017-2018 National Patient Ambassador, spoke to our students about her life and experiences with bullying. Her message is that we are all really the same and no one is ugly. Before we say something mean to another person, we should say it to ourselves to see how it sounds.

The "Cut the Bull" campaign, offered by the Shriners Hospitals for Children, provides students with an opportunity to hear about the bullying experiences of a teenager. In these speaking events, students learn about what bullying is and what to do when faced with bullying.