

# Bullying Prevention and Intervention Action Plan

Glenview Public School  
2011-2012



## **Statement of Purpose:**

Everyone at Glenview School is committed to creating a safe and respectful school environment for all.

We agree to, sign and pledge our anti-bullying oath:

***“I will not bully others  
I will not stand by while others are bullied  
I will report and deal with bullying whenever I see it  
because I have THE POWER OF ONE!”***

## **What Schools Must Do:**

1. As per PPM 144 (2209), each school must have an active Safe Schools Action Team (SSAT).
2. As per Bill 157 and Board Policy (2010), all school board employees and transportation providers are obligated to report bullying to the principal of the school.
3. Principals must investigate all incidents, report to parents of victims and offer resources to support victims and their families, and apply progressive discipline, taking mitigating and other circumstances into account, with the aim of changing behaviour; rather than punishment. Police must be involved for students over twelve where criminal activity (e.g. assault) is suspected.

## **Definition of Bullying:**

It is important to know the definition of bullying according to the Ministry of Education Guidelines:

Bullying is a form of repeated, persistent and aggressive behavior directed at an individual or individuals that is intended to cause (or should be known to cause) fear and distress and / or harm to another person's body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance.

## **Safe Schools Action Team Members:**

Deb Renton (Administration)

Lisa Haynes (Teaching Staff)

Donna Pepper (Non - Teaching Staff)

Jessica Leischmann (Student)

Jackie Gaulton (Parent)

Officer Peter Panagabko (Community Police Officer)

### **School Monitoring and Review Process:**

- School Effectiveness Survey Data
- rolling 3 year averages
- School Improvement Plan for Safety and Well Being
- new online survey Tell Them From Me
- online survey (Monkeysurvey.com) given to all Grade 3 to Grade 6 students to identify where and when bullying situations are occurring in our school
- online reporting system posted on school web site that gives a direct email to the principal when a report about bullying is submitted

### **Training Strategies for Members of the School Community:**

- parents invited to both the Power of One and Errol Lee's presentations
- Anti-bullying web sites shared with community via newsletters, web site
- Anti-bullying brochure sent home with all students
- posting and display of educational and literature resources
- Elementary Curriculum links to Healthy Living Strand shared with teachers
- Board level Social Workers presented bullying intervention and prevention strategies at May School Council Meeting

### **Parent/Community Communication and Outreach Strategies:**



- S.O.A.R. Newsletters (Safety, Ownership, Acknowledgment, Responsibility)
- Publishing of Plan through School Newsletter
- HDSB Pamphlet during Bullying Prevention Week
- Regular School Newsletters Articles
- School Web Site

### **Bullying Prevention and Awareness-Raising Strategies**

#### **School Bullying Prevention Goal(s):**

The development, implementation, monitoring and review of school-wide bullying prevention and intervention plan.

Support Student Character Development Strategies.

Demonstrate a commitment to sustaining a safe, secure, respectful and healthy school environment.

As part of the mandate from the Safe Schools Act in Ontario, Glenview has established its own Safe School Action Team. As per the guidelines, this team will create initiatives to bring awareness to the issue of bullying, and focus on ways to prevent it.

## **Bullying Prevention Program(s) and Activities:**

These activities and events help to foster a bullying-free environment. In addition, these activities help to create a positive school culture and a safe environment where all students feel like they belong.

School Motto Contest.

School Wide Bullying Prevention Assembly during Bullying Prevention Week.

Power of One Presentation that teaches the different forms and players in bullying situations.

Power of One Poster Pledge Board signed by all students.

Power of One Buttons given to all students.

Appreciation Alerts given by teachers to students to reward significant acts of respect, kindness and helpfulness.

Increased number of Nutritional Break activities for all students.

Peer Mediator Program to train students to assist with difficulties on the playground.

Monthly Tribes Assemblies that recognize the achievements of individual students.

Random Acts of Kindness are encouraged each day on the announcements.

Daily announcements that focus upon anti-bullying, building positive character traits, and The Tribes Agreements.

Tribes Chant / Rap is performed at each assembly to reinforce The Tribes Agreements with all students.

Spirit Days created by the Spirit Council make our school a fun place to learn!

How Full is Your Bucket

Premier Character Development booklets

PROPS – Region of Halton Resources

## **Bullying Prevention Responsibilities:**

### **Staff:**

- all staff members are required to respond to any incident of bullying
- Safe Schools Incident Reporting Form (green sheet)
- behaviour expectations in information packages at the beginning of the school year and through regular classroom newsletters
- support of S.O.S. Program
- reinforce Tribes agreements with classroom community circles
- use of resources shared by Safe Schools Action Team
- selection and tracking of Tribes certificates
- staff stop and respond to negative or harassing language (How to Handle Harassment in the Hallways in Three Minutes)
- implement bullying survey to Grade 3 to Grade 6 classes

### **Students:**

- honour pledge and report bullying incidents
- read and review the Acceptable Use Guidelines for Information Communication Technology (ICT)
- participate in presentations and follow-up activities
- complete student surveys
- abide by Tribes agreements

-report and consistently follow a set procedure for communicating information on bullying incidents

**Parents:**

- should support the students efforts to report bullying issues
- support the Board's Bullying Prevention and Intervention Policy and School Rules
- read and discuss information packages sent home (What Parents of Elementary School Children Need to Know, What Parents Need to Know about Cyberbullying, Cyberbullying: A Resource for Parents)
- read S.O.A.R. Newsletters
- complete online survey
- discuss issues with their children
- support initiatives with funding (School Council)
- read and review the Acceptable Use Guidelines for Information Communication Technology (ICT)

**Intervention and Support Strategies:**

An effective response to bullying must be comprehensive, taking into consideration all students involved in the bullying incident. It should provide specific supports for those who are bullied as well as intervention for the students who bully. This plan should also consider strategies for responding to students who directly observe the bullying incident.

**Acknowledge the Incident/Affirm**

- gather more information, intensify observations and encourage bystanders
- ensure immediate safety
- listen with respect and empathy
- acknowledge the incident

**Gather information / ask questions**

- acquire as much information as possible
- talk with all involved students
- interview students separately so that bullied student will feel safe and discuss the incident without fear
- print hard copy of any cyber bullying incident
- document the details
- reassure the victim that they have done the right thing
- discuss that bullying violates the school's code of conduct
- inform the student(s) of possible consequences

**Assess Safety / Make a Plan** (including protection of victims)

- determine what the student needs to feel safe
- make referrals to support the student who has been bullied
- check with student to determine their level of comfort with the plan

**Act / Follow-up**

- determine next steps and tell students what will happen next
- instances of bullying must be reported to the principal by using the Safe Schools Incident

Report Form (green sheet)

- principal will determine any consequences
- if police involvement warranted, the HDSB Police/School Board Protocol will be followed
- contact parent/guardian of incident and disciplinary action that has been taken
- contact parent/guardian of the student who has bullied to inform them of the HDSB Code of Conduct which lists bullying as an infraction for which suspension shall be considered
- check with students to determine the success of the agreed upon intervention

**Responding To and Reporting Incidents of Bullying:**

Refer to the HDSB Bullying Prevention and Intervention Resource Guide, 2010 and Behaviour, Discipline, and School Safety Policy, 2010.

**Stop:**

- keep school motto, no need for a new one
- Save One Student was redundant for our small staff
- revise the student bullying survey with simpler questions and implement twice a year for comparison

**Start:**

Character Education program to begin in the Fall

- student focus groups
- student based program decisions instead of teacher moderation
- more student involvement in bullying prevention assemblies
- Cross grade bullying prevention groups (Tribes)
- could use text "Filling Our Buckets"
- additional team members to include more staff and parent representation

**Continue:**

- monthly tribes assemblies
- Power of One presentation, pledge board and buttons
- Appreciation Alerts
- community based concert (family of schools) for Errol Lee
- continue to add resources to the Destination Character Binder