

**UPPER GRAND DISTRICT SCHOOL BOARD**  
**Elementary School Bullying Prevention Plan and**  
**Safe, Equitable and Inclusive School Strategy**

**SCHOOL: Salem Public School**

**DATE: September 4, 2018**

Everyone at our school is committed to making our school a safe, inclusive and equitable environment for all. We treat each other with respect and we will refuse to tolerate inequities in any form at our school. We know that a “whole-school” approach where all stakeholders are involved in supporting our students helps create and maintain a positive school climate.

**Definition of Bullying**

**“Bullying” means aggressive and typically repeated behavior by a student where,**

1. The behavior is intended by the student to have the effect of, or the student ought to know that the behavior would be likely to have the effect of,
  - 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
  - creating a negative environment at a school for another individual, and
2. The behavior occurs in a context where there is a real or perceived power imbalance between the student 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 special education needs.

Bullying takes different forms of contexts with age. It can be physical, verbal, social/emotional or through electronic means (cyber-bullying). Bystanders contribute to bullying by doing nothing to prevent it or become actively involved in supporting it.

**“Cyberbullying” includes electronic communication that:**

- Is used to upset, threaten or embarrass another person.
- Uses email, cell phones, text messages and social media sites to threaten, harass, embarrass, socially exclude or damage reputations and friendships.
- includes put downs, insults and can also involve spreading rumours, sharing private information, photos or videos or threatening to harm someone.

**Examples of Bullying**

- **PHYSICAL AGGRESSION:** e.g., hitting, pushing, stealing, damaging property
- **VERBAL AGGRESSION:** e.g., insults, threats, taunting someone in a hurtful way, name calling, making sexist, racist or homophobic comments
- **SOCIAL OR RELATIONAL AGGRESSION:** e.g., spreading rumors about someone, excluding someone, gossiping
- **ELECTRONIC (Cyberbullying):** e.g., spreading rumors and/or hurtful comments through the use of email, cell phones (texts) and on social media.

Our most recent school climate survey was conducted on: Spring 2016

95% of students in grades 4-6, 7% of parents, and 32% of staff completed our most recent school climate survey.

Data from our most recent climate survey indicated that: 81% of students in grade 4-6 feel very safe at school. 44% of students in grade 4-6 identified that they have been bullied a few times at school over the last year. 85% of students in grade 4-6 indicated that they told an adult about bullying that had occurred.

### **Safe Schools Committee**

School Administrator: Jeff Crawford

Equity Rep: Lauren Katsuno

Teacher(s): Matt Rappolt, Pat Jeppesen

Support Staff: Dana Shantz

Parents: Jane Ridd, Ashley Watson (School Council Co-Chairs)

The role of this committee should include but is not limited to the following:

- Develop and annually review the School Bullying Prevention Plan
- Implement and analyze data from the School Climate Survey ( every two years)
- Identify and implement bullying prevention and intervention programs that address the needs of the school
- Identify relationship building and community building programs relevant to the needs of the school
- Assist with training and awareness raising strategies for staff, students and parents/ guardians
- Communicate bullying prevention and intervention strategies and reporting procedures to the school community

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

This Bullying Prevention and Inclusive School Plan was developed or reviewed by our Safe School Committee: September 2018

### **Training Strategies for Staff and Members of the School Community**

Members of our school community will receive Bullying Prevention and Equity & Inclusive training through:

- Board professional development workshops
- Online training for new employees
- Staff meetings
- Provision of professional development materials and resources

### **Parents/Community Communication and Outreach Strategies**

We will communicate our Bullying Prevention and Equity & Inclusive strategies and initiatives by:

- Including our Bullying Prevention and Equity & Inclusive Plan in our school/student handbook
- Including information inserts in our school newsletters and other in-house publications
- Sharing information during school assemblies and announcements

- Sharing information through bulletin board postings
- Sharing information at School Council and other parent meetings
- Sharing information at staff meetings
- Integrating Bullying Prevention and Equity & Inclusion into classroom instruction
- Posting our Bullying Prevention Plan and Safe, Equitable and Inclusive Schools strategy on our school website
- Informing parents and school volunteers of our procedures for reporting incidents of bullying and inequity
- Assisting parents to build awareness and knowledge so they may support our school Bullying Prevention and Equity & Inclusive strategies

### **School Bullying Prevention and Equity & Inclusive Goals(s):**

1. Complete an annual Equity Walk using the UGDSB checklist
2. Continue to utilize school wide collaborative problem solving and restorative practices
3. Provide inclusive activities for all members of our school community
4. Provide opportunities for all students to demonstrate leadership in various areas of the school and community

### **Bullying Prevention and Equity & Inclusive, Education Programs and Activities:**

Our school currently implements or will implement the following bullying prevention and equity & inclusive education programs and activities that focus on developing healthy relationships and provide leadership opportunities for our students:

1. Classroom meetings to resolve conflicts and build inclusion
2. Use the Buddy Bench as a place to share and support one and other
3. Participation in Bullying Awareness Week and other year round activities
4. Continue to promote digital citizenship
5. Staff professional development and activities for issues of indigenous awareness
6. Continue to support student created / developed programs and activities (games club, Pokemon club, colouring club, Gym club....)based on student interest

### **Bullying Prevention and Equity & Inclusive Responsibilities**

#### **Staff:**

- Closely supervise students in all areas of the school and school grounds
- Watch for signs of bullying and stopping it when it happens
- Respond quickly and sensitively to bullying reports (Affirm, Ask, Assess, Act)
- Take seriously parents' concerns about bullying incidents
- Assign consequences for bullying
- Teach students our procedures for reporting incidents of bullying
- Provide a safe environment for students who report bullying (protection from retaliation)
- Treat others respectfully
- Model positive ways of getting along with others

**Students:**

- Treat each other respectfully
- Refuse to bully others
- Refuse to let others be bullied
- Refuse to watch, laugh or join in when someone is being bullied
- Include everyone in play, especially those who are often left out
- Report bullying to an adult

**Parents:**

- Model positive ways of getting along with others
- Help their son/daughter find ways to express anger that do not involve hurting others physically or emotionally
- Teach problem solving skills
- Inform school staff if their child tells them about a bullying incident
- Support the schools bullying-prevention efforts
- Help their son/daughter understand the value of accepting and celebrating individual differences
- Be alert to signs their child is being bullied or may be bullying others

**Intervention Strategies****Our staff will use the following process when bullying is reported:**

## Acknowledge the Incident / Affirm

- “You were right to report/get help from an adult.”
- “I’m glad you asked for help with this.”

## Gather Information / Ask Questions

- “Tell me more about what happened.”
- “Has this happened before?”
- “Did anyone try to help you?”
- “Are you telling me this is to get someone in trouble or to keep someone safe?”

## Assess Safety / Make a Plan

- Determine what the student needs to feel safe now
- What can the student do if the bullying continues
- What steps need to be taken to limit the possibility of retaliation for the person reporting the bullying
- Who the student will tell if there is another incident

## Act / Follow-up

- Determine “next step” or refer the student to an administrator
- Tell them what will happen next
- Check with the student to determine the success of the intervention

**Reporting Incidents of Bullying**

Students, parents, school staff and volunteers may use the following methods to report incidents of bullying as appropriate:

## Student to Student:

- Safe Schools Incident Reporting (on-line)
- On-line Bullying Reporting Tool
- Tell an adult in the building (phone, in person, email etc.)

- Parent / Teacher interviews
- Make an appointment to meet with school staff

When responding to a bullying incident, our school staff uses a progressive discipline approach. Use of Progressive Discipline supports a safe, inclusive and equitable learning and teaching environment in which every student can reach his or her full potential. Strategies may range from early intervention to more intensive intervention in cases of persistent bullying, with possible referral to board support personnel, community or social service agencies.

These may include but are not limited to:

- Well-Being strategies and programs;
- providing students with the opportunity to learn life skills such as conflict resolution, anger management and communication skills;
- collaborative problem solving;
- utilizing models based on the concepts of peer mediation;
- documenting incidents requiring disciplinary measures;
- use of progressive discipline;
- consideration of mitigating factors;
- ensuring that contact is made with the parent(s)/guardian(s) of students, under the age of 18, early in the disciplinary process and involving them in a plan to improve the behaviour;
- CYC support
- referral to outside agencies (e.g., CMHA, DCAFS)
- restorative justice practices (e.g., written or verbal apology, community service)

**Consequences are at the discretion of the Principal or Vice-Principal. In the case of severe misbehavior, our format of progressive discipline consequences may be superseded.** As incidents arise, it is recognized that each situation is unique. Mitigating circumstances will be considered for student age, frequency of incidents, nature and severity of incidents, student exceptionalities, extenuating circumstances, impact on the school climate.