



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



**SCHOOL: SIR ISAAC BROCK P.S.**

**DATE: October 13th, 2021**

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 pupil where,**

1. The behavior is intended by the pupil to have the effect of, or the pupil 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 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; (intimidation)

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.

**Safe Schools Committee (Note: mandatory for all schools – an existing committee may assume this role)**

School Administrators: Steve Viveiros (Principal) & Derek Tellis (Vice Principal)

Equity Representative: Marcie Nolan

Teachers: Amanda Dunbar, Karen Hayhurst, & Emma Lee

Support Staff: Priscilla Zilio

Student Representatives: D.H. & M.R.

Parent/Community Partner: Shilpa Vallabh

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
- 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 on: October 12th, 2021

Our most recent school climate survey was or will be conducted on: April 2018

**87%** of students in grades 4-6, **71%** of students in grades 7-8, **29%** of parents, and **44%** of staff completed our most recent school climate survey.

**Data from our most recent climate survey indicated that:**

59% of students in grade 4-6 and 54% of students in grades 7/8 feel very safe at school.

35% of students in grade 4-6 and 33% of students in grades 7/8 identified that they have been bullied a few times at school over the last year.

66% of students in grade 4-6 and 32% of students in grades 7/8 indicated that they told an adult about bullying that had occurred.

72% of parents who completed the survey felt that adults at school were helpful in resolving bullying issues.

47% of parents who completed the survey indicated that bullying stopped after their child told an adult about the bullying.

64% of staff who completed the survey indicated that when steps were taken to address specific incidents of bullying, the intervention was successful.

### **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
- Other (please specify) Online resources, school wide initiatives, guest speakers, VIP program and assemblies

### **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 online
- Including information inserts in our school website and other forms of media communication
- Sharing information during school assemblies and announcements
- Sharing information through bulletin board postings and information boards for display during school events
- Sharing information at School Council and other parent meetings
- Sharing information at staff meetings
- Integrating Bullying Prevention and Equity & Inclusion into classroom instructions
- 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 build awareness and knowledge so they may support our school Bullying Prevention and Equity & Inclusive strategies
- Assisting parents in their awareness of the Health Curriculum updates and how they pertain to Bullying Prevention

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

Note: Our Bullying Prevention and Equity & Inclusive goal(s) are determined after analysis of the results of our school climate survey.

## **School Bullying Prevention and Equity & Inclusive Goals:**

1. School Climate - Continue to develop a positive feeling of community in our school using Social Media, books, videos, SIB Productions, SIB Motto. Our school community will continue to strive to support global and local initiatives and develop socially responsible students who look out for each other.
2. Safe Schools – Staff, students, parents and school community promote and sustain student well-being and positive student behaviour in a safe accepting, inclusive and healthy learning environment.
3. Voice – Students, staff and community members at SIB will be given the opportunity to ask questions, get clarity, acknowledge others, voice opinions & concerns, and feel confident that concerns will be addressed.
4. Parent Community – Increase the quality of home/school connection and parent engagement using suggestions from parents on the School Council and ideas generated through conversations. Increased communication between home and school through home/school email, School Messenger, Google Classroom, Social Media, UGDSB App, and the school website.
5. Equity – Deepen our understanding of the similarities and differences of all people, with a focus on being your own person within a supportive community. We will continue to celebrate differences, value uniqueness and how much we share in common as a 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. School Motto - Show Respect, Include Others, Be Responsible with a focus on promoting the merits of all three parts.
2. Student leadership and student voice opportunities (e.g., Empowerment Day, assemblies (virtual, when necessary), daily announcements, school clubs, responsibilities, peer coaches, Spirit Teams, Safety Patrols) Character Education posters that reflect the students of our school and focus on areas we value such as respect, inclusiveness and responsibility.

3. A “Safe Schools, Equity and Inclusion Team” (Safe Schools Committee) has been newly created, and will endeavour to begin monthly meetings and lead school initiatives.
4. Reporting procedure process that is clear for students, staff and parents. Ensuring that students understand how to report a problem in many different ways (e.g., talk to teacher/admin, and that staff are identifiable with orange vests when on duty so students can access immediate support). This can occur by sharing ideas with school council, administration, Safe Schools Committee, as well as, but not limited to the use of the Report Bullying Online Tool.
5. Character building activities that focus on the skills we value such as respect, inclusiveness and responsibility as well as teamwork and listening to others (e.g., lessons, friendship days, police safety visits \*which are currently on hold\* as COVID protocols allow). As a school we need to recognize that the same character traits we value in the face to face world we also need to value when we communicate with others using technology so a real focus on doing the right thing when using technology is also important (e.g., [THINK method](#) to using social media or communicating online)
6. Using the Anti-Racism Strategy of the [UGDSB](#) as a guide to develop our own SIB Anti-Racism and Anti-Discrimination strategy that includes learning and sharing of student and staff experiences e.g., writing personal land acknowledgements, hearing from people with disabilities, creating LGBTQ2+ safe spaces, GSA Club for intermediate students, visual boards to inform students on Anti-Racism and Anti-Discrimination initiatives, encouraging the sharing of family traditions and customs to be shared in the school and possibly bringing in (COVID protocol dependent) outside groups such as the Guelph Black Heritage Society to help educate all staff and students).
7. Bullying Prevention Days and Weeks (e.g., pink shirt day & supporting materials, lessons, books, songs, videos and equity activities and workshops).
8. School Wide Events - Assemblies (virtual when necessary) & Spirit Days/Weeks to help build community within the school itself.
9. Create a safe school environment and remind students to report vandalism and trespassing.

**NOTE:** All events this year will be held virtually and/or in accordance with all up to date COVID protocols in place when applicable.

## **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:

- Safe Schools Incident Reporting (UGShare)
- 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 accepting 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:

- character development 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 behavior
- 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.