

## STUDENTS

### S.M.15-BULLYING PREVENTION AND INTERVENTION

#### PROCEDURES

##### **Prevention and Awareness Raising**

All Board staff are expected to implement activities and programs designed to prevent the occurrence of bullying.

Prevention strategies include but are not limited to:

- i) strict adherence to the Board's Student Discipline Policy/Procedures, the Code of Student Conduct and Discipline and the Provincial Code of Conduct;
- ii) a focus on the development of healthy social relationships through an emphasis on relevant components of the Religious Education Program of the Board;
- iii) involvement in Community/Board mentoring and other programs;
- iv) implementation of such bullying prevention programs, which have been endorsed by the Board, including but not limited to:
  - a. Peer Mediation,
  - b. Roots of Empathy,
  - c. Student leadership initiatives,
  - d. Anonymous school climate surveys of students, staff and parents conducted every year, on a rotational basis where all schools undertake at least one survey every three years; and
  - e. Restorative Practices Program.

##### **Programs, Interventions and Other Supports**

The Board is committed to implementing and offering programs, interventions, and other supports for students who have been bullied, students who have witnessed incidents of bullying and students who have engaged in bullying. The programs, interventions, and other supports may be provided by social workers, psychologists, or other professionals who have training in similar fields, as determined by the Board.

**Employees of the board must take seriously all allegations of bullying behaviour and act in a timely, sensitive, and supportive manner when responding to students who disclose or report bullying incidents. The Board will address incidents of bullying in a timely and appropriate way, including,**

- i) The HWCDSB, in compliance with PPM 145 (Progressive Discipline and Promoting Positive Student Behaviour), requires all staff members who observe or become aware of an incident of bullying behaviour to report it to the school principal/vice-principal for further investigation. .../2

- ii) The HWCDSB requires students and parents/guardians who become aware of an incident of bullying behaviour to report it to the school principal/vice-principal for further investigation. Reprisals against those reporting incidences of bullying behaviour shall not be tolerated by the school.
- iii) The school principal or designate shall contact the parents/guardians of both the alleged aggressor and the victim, interview both students and thoroughly investigate the situation. The investigation may include interviews with students, staff and parents/guardians, review of school records and involvement of the Board's Student Support Services Staff. Depending on the results of the investigation, community legal, medical and social services agencies may become involved.
- iv) Consequences for students who bully others shall depend on the results of the investigation as well as the guidelines provided by the "Code of Student Conduct". Depending on the severity of the incident, the school principal/vice-principal may also take appropriate action to ensure student safety. In all cases, however, the outcome will be guided by the principle of progressive discipline.
- v) Appropriate counselling or other supports for **children who bully and for victims of bullying**, as well as for students who have been affected by observing bullying shall be arranged through the school and/or Board support staff.
- vi) In the course of a typical day, there are many "teachable moments" when issues arise. Prompt intervention with a few moments of coaching and support at these critical times can help all students, including those who may be at risk, to develop the skills and understanding that they need to maintain positive relationships with others. Such interactions that students have with teachers, other school staff and fellow students, as well as with principals, vice-principals, their parents and others, can be used to help them improve their social skills.

### **In-Service Education**

The HWCDSB will make available to its school administrators, teachers, support staff and educational assistant's, in-service education workshops on bullying prevention and intervention as well as on cultural sensitivity, respect for diversity and special education needs. Educational opportunities related to these topics will also be made available to all other school staff members as well as volunteers, school bus operators/drivers and crossing guards upon request.

### **Community Outreach**

- i) The HWCDSB will actively communicate its policies and procedures with respect to bullying prevention and intervention, including the definition of bullying, to students, parents/guardians, teachers and other school staff, catholic school councils, volunteers and school bus operators/drivers through Board and school websites, student agendas and any other appropriate means.

- ii) The HWCDSB will continue to partner with Community Agencies in bullying prevention initiatives.

**Monitoring and Review**

- i) Superintendents will incorporate a review of school bullying prevention and intervention plans in the annual review of school procedures on a school-by-school basis.
- ii) The Board's Safe School Review Team will monitor and review the state of bullying and bullying prevention and intervention programs throughout the Board on a regular basis.