

BULLYING

Background

South East Cornerstone Public School Division believes that all students have the right to learn and interact in a safe and caring environment. All students are to display respect, tolerance, care and compassion for others, and no student is to condone or participate in any actions that may be regarded as demeaning, derogatory or discriminatory.

The Division is committed to creating and maintaining school community environments where all people are treated with dignity and respect. The Division recognizes that encouraging and respectful environments help students to achieve to the best of their ability. To improve student success and achievement, we must ensure that students feel safe, nurtured, welcomed, respected and included.

The Division recognizes its responsibility to educate the school community about bullying, harassment, and violence and will work to address and resolve situations related to these behaviours.

Definition

Bullying is a relationship issue where one person or group repeatedly uses power and aggression to control or intentionally hurt, harm, or intimidate another person or group. It is often based on another person's appearance, abilities, culture, race, religion, ethnicity, sexual orientation, or gender identity. Bullying can take many forms; physical, emotional, verbal, psychological, or social. It can occur in person or through electronic communication (cyberbullying). In more direct terms, "Bullying is an imbalance of power with a repeated intention to harm"

Bullying differs from conflict in that:

Bullying

- Imbalance of power
- Repeated action
- Intention to hurt
- No empathy shown
- Seeking power/control
- Blames others
- Threatened further aggression

Conflict

- Balance of power
- Happens occasionally
- Reactionary
- Shows empathy
- Not seeking power/control
- Accepts responsibility for own actions

Procedures

1. Principles

- 1.1. The Division recognizes the following principles:
 - i. Bullying adversely affects a student's ability to learn and his or her relationships with others
 - ii. Bullying adversely affects the school climate and the school's ability to educate its students
 - iii. Bullying may happen inside or outside of school hours
 - iv. Bullying will not be accepted by any members of our schools and school communities
 - v. Bullying prevention will be promoted by all members of our schools and school communities

2. Practices

Schools shall ensure that:

- 2.1. Bullying shall not be accepted on school property, at school-related activities, on school buses, or in any form at any time.
- 2.2. Procedures on bullying prevention and intervention, and the definition of bullying shall be communicated to students, parents/guardians, teachers and other school staff, school community councils volunteer and school bus operators/drivers
- 2.3. Supports shall be provided for students who have been bullied, students who have bullied others, and students who have been affected by observing bullying
- 2.4. The school develops and implements a school-wide bullying prevention, awareness and intervention plan as part of the Safe Schools Charter
Components of the plan will include the following:
 - i. Definitions
 - ii. Prevention strategies
 - iii. Intervention strategies
 - iv. Training strategies for members of the school community
 - v. Communication and outreach strategies
 - vi. Monitoring and review process
 - vii. Role of staff
- 2.5. Teaching strategies support a school-wide focus on developing healthy relationships by including bullying prevention and intervention in classroom teaching
- 2.6. A comprehensive intervention strategy that addresses incidents of bullying, including appropriate and timely responses is developed
- 2.7. Students are able to report bullying incidents safely
- 2.8. Review processes are established to determine the effectiveness of the School Improvement Plan on bullying prevention and intervention

3. Reporting Bullying Behaviour: Roles and Responsibilities:
 - 3.1. Students: Any student who witnesses, or becomes aware of, situations involving bullying behaviour shall inform a staff member
 - 3.2. Parents/Guardians: Parents/guardians who are concerned that their child may be bullied, or who suspect that their child may be the perpetrator of bullying behaviour, are to contact their child's classroom teacher.
 - 3.3. Staff Members: Staff members shall report any incidents of witnessed or reported bullying behaviour to the Principal and/or Vice Principal and follow the procedures appropriate to their roles as outlined in the Safe Schools Handbook
4. Investigation of Reported Bullying Behaviour
 - 4.1. The safety and well –being of all students involved shall be of primary concern. The student(s) allegedly engaging in bullying behaviour shall be separated, be given the opportunity to speak, and shall be dealt with individually.
 - 4.2. Information related to bullying behaviours shall be gathered and documented from all students involved, including any witnesses.
 - 4.3. A Review 360 report shall be completed
5. Actions to be Taken if Bullying Behaviour is Evident:
 - 5.1. Actions to address incidents of bullying behaviour shall take into account:
 - 6.1.1 The developmental and maturity levels of the students involved;
 - 6.1.2 The levels of harm that have occurred;
 - 6.1.3 The surrounding circumstances and the context in which the alleged incidents occurred;
 - 6.1.4 The nature of behaviours in the past related to similar incidents or continuing patterns of behavior; and
 - 6.1.5 The relationships among the parties involved
 - 5.2. All those involved will be informed individually that there will be follow-up of the incident, with the behaviour of each student involved, regardless of role, being monitored to determine further actions.
 - 5.3. The in-school administration or the classroom teacher(s) shall determine whether it is appropriate to contact the parents/guardians of the students involved in the incident.
 - 5.4. The in-school administrator may request assistance from Student Support Services personnel
 - 5.5. Intentionally and falsely accusing another student of bullying behaviour shall be considered bullying behaviour and dealt with as such
 - 5.6. In the event that efforts expended by the staff with students involved are unsuccessful and further bullying behaviours are found to occur, the formal procedures detailed below shall be followed:
 - 5.6.1 In cases where it is determined that bullying behaviour has occurred and is a part of a continuing pattern, the classroom teacher shall document the pattern in Review 360 and the incident will be taken to the SST meeting

- 5.6.2 The in-school administration shall contact the parents/guardians of every student involved and invite them to participate in meetings to discuss their child's involvement in the incident(s). In most instances separate meetings shall be arranged for the parents/guardians of each student involved.
- 5.6.3 The plan of action and strategies to be undertaken by the school, ` parents/guardians, and students involved will be recorded in Review 360

6. Awareness and Education

- 6.1. The in-school administration shall ensure that all staff members are aware of the provisions of this procedure and that in-school procedures and strategies are developed to deal with incidents of bullying behaviour
- 6.2. Students shall be provided with educational activities that assist them to prevent bullying behaviours, to recognize bullying behaviours and to gain an understanding of what to do if they find themselves involved or witness bullying behaviours.
- 6.3. Schools shall inform Parents/guardians of this procedure at the beginning of each school year through their school website, school newsletter and school handbook
- 6.4. SECPD will actively communicate its policies and procedures with respect to bullying prevention intervention, including the definition of bullying to students, parents/guardians, teachers and other school staff, school community councils, volunteers and school bus operators/drivers through our Division website, school websites, student agendas and any other appropriate means
- 6.5. SECPD will partner with community agencies in bullying prevention initiatives

7. Monitoring and Review

- 7.1. 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
- 7.2. The Division's Safe School Committee will monitor and review the state of bullying and bullying prevention and intervention programs throughout the division on an annual basis