



Hamilton-Wentworth Catholic District School Board  
*Believing. Achieving. Serving*

## **ST. LAWRENCE CES 2019-2020**

### **Bullying Prevention, Intervention and Follow-up Plan**

#### **KEY TERMS**

##### **What is Bullying?**

'Bullying' means aggressive and typically repeated behaviour by a child or youth where,

a) they should know that the behaviour would be likely to,

- i. cause 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
- ii. create a negative environment at a school for another individual

b) there is a real or perceived power imbalance 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.

Bullying is defined as: "typically a form of repeated, persistent, and aggressive behaviour 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".

##### **What are the Forms of Bullying?**

###### **1) Physical Bullying can be:**

- Hitting, kicking, shoving, spitting, beating up, stealing, or damaging property.

## 2) Verbal Bullying can be:

- Name-calling, mocking, hurtful teasing, humiliating or threatening someone, racist or sexist comments, harassment.

## 3) Social Bullying can be:

- Excluding others from the group, gossiping or spreading rumours, setting others up to look foolish, and damaging friendships;
- Treating people badly because of their identity, saying bad things about a culture, calling someone racist names, telling racist jokes;
- Treating people badly because of their religion or beliefs, saying bad things about a religion or belief, calling someone names, telling jokes about a religion or belief;
- Leaving someone out or treating them badly because they are a boy or a girl, making someone feel uncomfortable because of their sexual orientation/gender identity/gender expression, making sexist comments or jokes, touching, pinching or grabbing someone in a sexual way, making rude comments about someone's sexual behaviour or sexual orientation;
- Leaving someone out or treating them badly because of a disability, making someone feel uncomfortable because of a disability (e.g., mental or physical), making comments or jokes to hurt someone with a disability;
- Treating someone badly because of his/her appearance (e.g., weight-based teasing) or social class (e.g., not having name brand clothing or possessions).

**4) Electronic Bullying:** Electronic communication lets youth connect with each other in all kinds of ways. Youth use social media to create relationships with others. Healthy face-to-face and online relationships mean that interactions are respectful. Disrespectful interactions become bullying. Cyberbullying is:

- Electronic communication used to upset, threaten or embarrass another person;
- Using email, cell phones, text messages, and internet sites to threaten, harass, embarrass, socially exclude, or damage reputations and friendships;
- Includes put-downs, insults, spreading rumours, sharing private information, photos or videos or threatening to harm someone;
- Is always aggressive and hurtful.

### How is Bullying different from Teasing and/or Aggression?

Teasing	Aggression	Bullying
Is equal and reciprocated Is fun and not hurtful Often occurs prior to aggression	Is conflict Can be intentional or unintentional Could be one time Can lead to BULLYING	A form of typically repeated, persistent, and aggressive behaviour Directed at an individual or individuals that is intended to cause fear

### Key Elements of a Whole School Approach to Prevent Bullying and Promote Healthy Relationships

A whole school approach brings everyone together to work toward creating a safe, inclusive, and accepting school where bullying problems are prevented and handled effectively when they arise. A whole school approach involves the administration, teaching and school staff, children, youth, parents/guardians, and the broader community.

A whole school approach is the most effective way to prevent bullying and promote learning. Children's learning depends on having positive relationships at school. When everyone works together for a safe, inclusive, and accepting school, children and youth receive **consistent** messages and responses about bullying. By providing consistent messages, responses, and supports that address bullying problems, school communities can promote positive, healthy relationships for their children and youth.

Bullying prevention and intervention are not just about eliminating bullying—it is also about promoting the development of healthy relationships. The goal is to help ensure that all children and youth have healthy, safe, respectful and caring relationships with everyone in their lives.

### Prevention

Bullying prevention strategies provide children and youth with awareness and skills:

1. To initiate and engage in positive relationships;
2. To prevent from bullying others;
3. To cope effectively with being bullied (e.g., walk away or tell someone)

The classroom is one of the primary places where social and emotional skills can be learned and character can be developed, but learning these skills does not always come naturally. Just as with other forms of learning, children and youth learn relationship skills by trial and error and, as with reading and math, we need to provide extra supports to those who are constantly struggling to foster positive relationships.

### Goals of Bullying Prevention Activities

2019-2020

1. Promoting positive relationships within and between the entire school to enhance school climate and a supportive learning environment;
2. Educating and developing awareness about bullying, the importance of healthy relationships, and self-awareness about the use of real and perceived power in relationships;
3. Consolidating attitudes which are incompatible with bullying for inclusion, acceptance and respect for all;
4. Developing awareness of bullying issues at the school;
5. Developing positive solutions to prevent and address bullying;
6. Learning positive strategies to address bullying by a) children and youth who are victimized, b) children and youth who witness bullying, c) teachers, and d) other school staff;
7. Building social responsibility and open trusting communication about bullying and relationship difficulties.

### **Intervention**

Bullying intervention strategies are used when children and youth experience problems with bullying. There are two approaches to intervention:

1. Providing individualized supports to promote development in areas where children and youth are struggling (e.g., understanding, social skills, attitudes) and to promote their strengths.
2. Helping to ensure that children/youths' relationships with teachers, peers, family and the community are both positive and support the development of constructive social understanding, behaviours, and attitudes.

### **STRATEGIES**

<b>PREVENTION</b>	<b>PREVENTION: ACTIVITIES THAT RAISE AWARENESS AND INCREASE POSITIVE BEHAVIOURS FOR THE WHOLE SCHOOL</b>
<b>Children and Youth</b>	1) Classroom based learning activities that promote understanding of differences, inclusion and positive leadership 2) Promotion of healthy relationships through the leadership of the members of the St. Lawrence Health Action Team 3) Daily announcements that emphasize the Catholic Graduate Expectation of focus and its relation to building a positive, caring, Catholic school community – reflections to be led by students themselves

	<p>4) Health Action Team reinforcing the 5 ways to well -being during morning announcements and student lead assemblies.</p> <p>6) Select classes leading monthly assemblies that speak to specific Catholic Graduate Expectations and their significance in building a Christ centered community. This initiative helps foster student voice and input in working to build a Catholic caring community.</p> <p>6) Peer mentoring program in building positive support and empathy among students (i.e., St. Lawrence’s lead recess initiative, lunch helpers, etc.)</p> <p>7) Recognition of students that demonstrate Catholic virtues and themes related to the Catholic Graduate expectations during monthly award assemblies</p> <p>8) Promotion of St. Lawrence Grade 7 Diversity Initiative</p> <p>9) Partnering with Police Liaison Officer in promoting age appropriate bullying awareness and prevention strategies</p> <p>10) Providing leadership opportunities for Student Council to be involved with Restorative Practice - encouraging students to model conflict/resolution strategies</p>
<p><b>School Staff</b></p>	<p>1) Complete School Climate Survey (i.e. Tell them from Me / MDI Survey)</p> <p>2) Health Action / Bullying Prevention Champion Team comprised of:</p> <ul style="list-style-type: none"> <li>• Principal</li> <li>• Teachers</li> <li>• Public Health Nurse</li> <li>• Select students across all divisions</li> </ul> <p>3) Participate in Restorative Practice PD in exploring effective strategies on how to help students repair relationships / conflict resolution</p> <p>4) Promotion of “Tools for Life” program in the Kindergarten Grades in helping to foster student empathy</p> <p>5) Develop a clear vision of a supportive learning environment and positive climate for the school</p> <p>6) Promotion of the “Roots of Empathy” program to help build empathy among students</p> <p>6) Staff identification of strengths and concerns in school during course of staff meeting and in the completion of staff input surveys (e.g. – “Tell Them from Me Survey”)</p> <p>7) Develop strategies and tools for effective communication such as between:</p> <ul style="list-style-type: none"> <li>• Teacher and principal</li> <li>• Teacher and parent/guardian</li> <li>• Parent/guardian and teacher</li> </ul>
<p><b>Classroom Strategies</b></p>	<p><b>Supportive Learning Environment Classroom Strategies:</b></p>

	<p>1) Classroom Mission and Vision Exercise to Establish a shared set of class norms at the beginning of the year for creating a supportive learning environment – one that everyone in the class participates in creating and buys into.</p> <p>2) Class restorative circle discussions to encourage student voice and in determining areas where further teacher focus may be applied in mitigating potential causes of bullying</p> <p>3) Activities to learn about differences among the children in the class, such as days to learn about the cultures of origin of classmates</p> <p>4) Facilitate Classroom-based learning activities that promote learning and understanding of:</p> <ul style="list-style-type: none"> <li>• The importance of positive relationships for learning and life</li> <li>• Empathy building</li> <li>• Positive leadership and recognition</li> <li>• Expectations for a supportive learning environment, and positive class and school climate</li> </ul>
<b>Parents/Guardians</b>	<p>1) Provide opportunities for parents/guardians to learn about bullying</p> <p>2) Encourage parents/guardians and grandparents to volunteer (e.g., school and classroom activities or school council initiatives)</p>
<b>Community</b>	<p>1) Partnerships with agencies (e.g. police, recreation, public health, mental health, family support) to provide prevention education</p> <p>May want to consider partnerships with:</p> <ul style="list-style-type: none"> <li>• Police</li> <li>• Public Health</li> <li>• Older children and youth, and adults who are trained to deliver talks on bullying</li> </ul>

<b>INTERVENTION</b>	<b>INTERVENTION: ACTIVITIES THAT FOCUS ON INDIVIDUALS WHO ARE INVOLVED IN BULLYING PROBLEMS – AS THE CHILD OR YOUTH WHO BULLIES, THE CHILD OR YOUTH WHO IS VICTIMIZED, OR THE CHILD OR YOUTH WHO WITNESSES THE BULLYING</b>
<b>School Level</b>	<p>When addressing bullying ask yourself the following questions:</p> <ul style="list-style-type: none"> <li>• What are the particular children or youth circumstances?</li> <li>• What is the nature of the bullying behaviour?</li> <li>• How frequent and severe is the bullying?</li> <li>• What is the impact of the behavior on the school climate?</li> <li>• Where in the school is the bullying taking place?</li> </ul>

	<ul style="list-style-type: none"> <li>• What interventions will promote positive behavior in this student and be both corrective and supportive?</li> <li>• Is the response based on current school, board and ministry policies and guidelines (e.g., considering mitigating and other factors)?</li> </ul> <p>Steps the school takes to respond to suspected cases of bullying are based on the Progressive Discipline PPM 145. Progressive discipline utilizes a continuum of interventions to provide support to teach appropriate behaviours and consequences to address appropriate behaviour.</p>
<b>INTERVENE IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 1</b>	
<b>Step 1: Identify</b>	<b>This level of intervention applies to all aggressive and bullying incidents.</b>
	<p><b>Identify the Behaviour as Aggression or Bullying</b></p> <p>A major goal is to take the “spotlight” off the child/youth being targeted and turn the focus to the behavior.</p> <ul style="list-style-type: none"> <li>• Label the form of bullying (physical, verbal, social or electronic): “<i>I noticed (saw, heard) _____.</i>”</li> <li>• Identify the problem behaviour with reference to the school’s Code of Conduct: “<i>Our school’s Code of Conduct says we must treat everyone with respect.</i>”</li> </ul>
	<p><b>Broaden the Response</b></p> <p>Help children or youth who bully realize the negative impacts of their actions.</p> <ul style="list-style-type: none"> <li>• Identify the aggression and bullying behaviour in the context of the impact on other children and youth at the school:</li> <li>• Identify the behaviour, <u>not the person</u>, as negative and indicate the expectations for children or youth:</li> </ul>
	<p><b>Ask for Positive Change in Future Behavior</b></p> <ul style="list-style-type: none"> <li>• Speak directly to the child or youth who is bullying and personalize the response.</li> <li>• Check in with the child or youth who was bullied: “<i>All children and youth in our school have the right to be safe and be treated respectfully. I am sorry this happened to you and I will work to help ensure that it will not happen again.</i>”</li> </ul>
Response requires short-term follow up.	<p><b>Follow up</b></p> <ul style="list-style-type: none"> <li>• Record the incident and report it.</li> <li>• Determine if this is bullying or aggression</li> </ul>
<b>INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 2</b>	

<b>Step 2: Educate</b>	<b>This is a response to every bullying incident.</b> Complete Step 1 first.
	<b>Identify (See above)</b>  • Includes all steps in Step 1.
	<b>Educational Opportunities for Learning</b>  Children and youth who bully must learn that their behaviour is inappropriate and harmful to the other people involved. They need to acquire the understanding and skills that allow them to interact positively and respectfully with others. Educational learning opportunities will help children and youth develop the insights and empathy needed to modify their behaviour.  Educational learning opportunities must be (a) swift, (b) consistently applied, and (c) delivered in a nonaggressive manner
	<b>Repair</b>  Given that children or youth have to interact at school, it is important to repair their relationship(s) so that it does not negatively influence the school climate and perceptions of safety. Involve the child or youth who was bullying in making amends or repairing the relationship to help him or her take responsibility for his/her behaviour and to develop an understanding of the impact of bullying. If the child or youth who was bullying cannot authentically apologize for his/her behaviour, use an indirect method (e.g., writing a letter of apology) rather than a direct apology (e.g., a restorative meeting).
	<b>Follow up</b> (To help ensure ongoing check-ins)  <b>Contact Parents/Guardians</b> <ul style="list-style-type: none"> <li>• Contact parents/guardians of both the child or youth who engaged in bullying and the child or youth who was bullied</li> <li>• Provide some information about what happened, how it was addressed (progressive discipline, the learning opportunities) while respecting the privacy of all students involved. Engage parents/guardians by asking for their support in monitoring the situation and ensuring that it does not happen again</li> </ul>
<b>INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 3</b>	
<b>Step 3: Support and Counsel</b>	<b>Children and youth who are repeatedly involved in bullying may require more intensive support.</b>
Response is on the spot.	<b>Identify</b>

	<ul style="list-style-type: none"> <li>• Includes all steps in Step 1.</li> <li>• See above descriptions.</li> </ul>
	<p><b>Educate</b></p> <ul style="list-style-type: none"> <li>• Includes all steps in Step 2.</li> <li>• See above descriptions</li> </ul>
	<p><b>Developing a Long Term Strategy for the Student who Bullies and for the Student who is Victimized</b></p> <p>When a problem with either the child who engages in bullying or the child being bullied persists over time in spite of educational intervention, more intensive support is required:</p> <ul style="list-style-type: none"> <li>• Identify the supports that are available within the school, board, and community to assist in the interventions for the child/youth involved in bullying</li> <li>• Meet with parents/guardians to review the problem and potential solutions which may include exploring the underlying causes of the aggressive behaviour, as well as recognizing the child/youths' strengths and challenges</li> <li>• Based on the child/youths' needs consider the appropriate intervention (e.g., individual counselling, mental health support, parenting/guardian support, skills training).</li> <li>• Assess the need for academic support</li> <li>• Work with the parents/guardians to connect with the appropriate supports and resources within the school, the board, or the community</li> </ul>
<b>INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 4</b>	
<b>Step 4: Apply in-school sanctions</b>	<b>Children and youth who are not responding to Steps 1 – 3, may need to have sanctions applied while at school.</b>
	<p><b>Identify</b></p> <ul style="list-style-type: none"> <li>• Includes all steps in Step 1.</li> <li>• See above descriptions.</li> </ul>
	<p><b>Educate</b></p> <ul style="list-style-type: none"> <li>• Includes all steps in Step 2.</li> <li>• See above descriptions.</li> </ul>
	<b>Engaging in a Long Term Strategy</b>

	<ul style="list-style-type: none"> <li>• Includes all steps in Step 3.</li> <li>• See above descriptions.</li> </ul>
	<p><b>Apply in-school Sanctions to child/youth Engaging in Bullying</b></p> <p>If the above steps have not been successful in stopping bullying and learning positive behaviours, it may be necessary to introduce appropriate consequences. Schools determine their own progressive discipline measures (e.g., exclusion from extracurricular school activities, think papers, community service, detention etc.) in order to keep children and youth safe. Taking into account mitigating factors, detention has been identified as an appropriate strategy within the Ministry of Education’s Progressive Discipline Policy.</p>
<b>INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 5</b>	
<b>Step 5: Suspend</b>	<b>Once mitigating factors have been taken into account, students may remain on this level for repeated bullying incidents.</b>
	<p><b>Identify</b></p> <ul style="list-style-type: none"> <li>• Includes all steps in Step 1.</li> </ul>
	<p><b>Educate</b></p> <ul style="list-style-type: none"> <li>• Includes all steps in Step 2.</li> </ul>
	<p><b>Engaging in a Long Term Strategy</b></p> <ul style="list-style-type: none"> <li>• Includes all steps in Step 3.</li> </ul>
	<p><b>Apply in-school Sanctions to child/ youth Engaging in Bullying</b></p> <ul style="list-style-type: none"> <li>• Includes all steps in Step 4.</li> </ul>
	<p><b>Suspend child/youth Engaging in Bullying</b></p> <p>For safety reasons, it may be necessary to exclude the child/youth from the school for a limited period of time. It is important for the child/youth to remain connected to the school and to his/her academic program, consequently, providing access to learning resources. Developing reintegration strategies sets the expectation that the child/youth will rejoin the school community and abide by the school bullying prevention plan and code of conduct. If available, children/youth can be referred to alternative programs that build skills, behaviours, and positive attitudes, as well as ongoing learning opportunities.</p>
<b>INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 6</b>	
<b>Step 6: Expel</b>	<b>This is the final step.</b>

	<b>Identify</b>
	<b>Educate</b>
	<b>Engaging in a Long Term Strategy</b>
	<b>Apply in-school Sanctions to child/youth Engaging in Bullying</b>
	<b>Suspend child/youth Engaging in Bullying</b>
	<b>Expel child/youth Engaging in Bullying</b> <ul style="list-style-type: none"> <li>• According to the Ministry of Education, in extreme cases, a decision may be made that a child/youth cannot return to his/her school.</li> </ul>

### Final Consideration

To understand and effectively address bullying, a “binocular” view is needed. With only one lens, the focus is limited to the individual needs of students involved in all roles within bullying: those being aggressive, those being victimized, and those who witness bullying. This singular view, however, falls short in providing a thorough understanding of bullying problems. By adding a second lens, as with binoculars, it can expand the focus to include student’s relationships. This second perspective takes into account the social dynamics in their peer groups—and the roles that adults play in shaping their experiences. Together these two lenses offer a more comprehensive perspective on bullying problems. This deeper understanding of the complexity of the issues will lead to recognize the multiple approaches required to address bullying problems.

### Reference

The content of these slides is based directly on and drawn from the PREVNet document *Bullying Prevention and Intervention in the School Environment: Factsheets and Tools*, 2014, developed by Dr. Debra Pepler and Dr. Wendy Craig ([www.prevnet.ca](http://www.prevnet.ca)).

For additional information and support in bullying prevention and intervention planning, please contact the HWCDSB Superintendent of Education and/or Mental Health Lead.