



ANTI-BULLYING AND ANTI-VIOLENCE PLAN

Let's work on it together!



Approved by the Governing Board on:

School's name : Wakefield Elementary	★ ELEMENTARY SCHOOL	Date : October 23, 2018	Number of students: 315	Principal: Julie Fram Greig School staff members responsible for coordinating the team's work: Sylvie Pouliotte, Talia Kelly
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Committee members:
Julie Fram Greig, Sylvie Pouliotte, Talia Kelly

Accomplishments and celebrations of 2017-2018: Monthly assemblies with a focus on monthly virtues, awards for Be Yourself, Better Yourself, Believe in Yourself and Leader of the Pack, PALS program, TTFM survey, Spirit days.

Analysis of the situation

Critical findings from the data obtained from the Olweus and TTFM surveys

Identified Hot spots:

- 9% washrooms; 17% classrooms; during Lunch 19%

Most common forms of bullying and trends identified:

- 17% Physical, 23% Social, 25% Verbal, 5% Cyber- (increase in social)

School-wide level:

Components that are at a desired level of effectiveness:

- Established Bullying Prevention Committee
- TTFM Questionnaire was administered to Grade 4, 5 and 6 students
- Assembly with students to review code of conduct, monthly focus on a different virtue, awards to recognize positive behaviour
- Documents regarding code of conduct and discipline policy sent to parents, posted on website
- Rules were reinforced throughout the year

Components that need to be enhanced:

- Ensure that all staff have a common understanding of school rules and expectations
- Assemblies to reinforce the rules and messages about tolerance, define bullying and conflict further

Classroom level:

Components that are at a desired level of effectiveness:

- Rules are posted in all classrooms and other areas – Behaviour Matrix
- Students have a good understanding of the four Tribes agreements and the school motto

Components that need to be enhanced:

- Revisit Olweus lessons and community circle- focus on social skill development
- Reinforce the elements of the Behaviour Matrix, including staff
- Continue class meetings (Olweus)
- More professional development on the work of Gordon Neufeld and attachment theory for staff

Individual Intervention level:

Components that are at a desired level of effectiveness:

- Hold meetings with students involved in bullying
- Parents and teachers are informed when a bullying incident occurs
- Individual intervention plans are developed for students with repeated bullying behavior

Components that need to be enhanced:

- Awareness of increased issues outside of school- communication with parents, WAY
- Track incidents using ISM/ IGPI Memos- teachers and supervisors. If they do not have access, then it will be entered by Julie Fram Greig
- Develop a more concrete way to discuss recurring issues with certain students
- Teachers and supervisors need to be proactive in situations where bullying could occur- active supervision of students.
- Better communication amongst adults with regards to dealing with behaviours

Annual goals

Component	2018-2019 Goals	Strategies and tasks	Indicators	Evaluation method
School-Wide	To focus some assemblies on the theme of conflict and bullying, then reinforce the messages in the classroom with community circles	<ul style="list-style-type: none"> • Clarify the difference between conflict and bullying and strategies to deal with both issues • Reinforce in classroom activities in community circles (Olweus) 	<ul style="list-style-type: none"> • Decrease in bullying • Students have a better understanding and can use the language for conflict and bullying 	<ul style="list-style-type: none"> • Observation • TTFM results • Regular classroom meetings • Spirit committee meetings
Classroom	To revisit Olweus lesson plans to integrate social skills development	<ul style="list-style-type: none"> • Committee to review Olweus lessons and materials • Choose a few areas to focus on this year re: social skills • Reinforce these areas of focus in assemblies and classroom activities 	<ul style="list-style-type: none"> • Increase in positive behavior in general • Decrease in issues • Students being able to use the proper language 	<ul style="list-style-type: none"> • Regular classroom meetings • Observations from teachers • TTFM results • Staff meetings

<p style="text-align: center;">Staff Development</p>	<p>To ensure that all staff understand have clear expectations about student behaviour</p>	<ul style="list-style-type: none"> • Review Behaviour Matrix and code of conduct documents • Review active supervision • Meet about challenging behaviour- how do we deal with this? • PD on Neufeld approach 	<ul style="list-style-type: none"> • Decrease in certain incident stats (e.g. recess) • Schedule meetings to discuss concerns (e.g. cycle meetings) 	<ul style="list-style-type: none"> • PD on Neufeld • Updated documents
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<p>Prevention measures to put an end to all forms of bullying and violence</p>	<p>Measures to encourage parents to collaborate in preventing and stopping bullying and violence and in creating a healthy and secure learning environment</p>	<p>Procedures for reporting, or registering a complaint concerning, an act of bullying or violence</p>	<p>Measures to protect the confidentiality of any report or complaint</p>
<p>Reporting procedures have been implemented to ensure early identification of potential victims so that these students can receive the support, protection, education and when appropriate requests for therapy made.</p> <p>Reporting procedures have been implemented to ensure early identification of students prone to bullying or violent behaviours so that these students can receive appropriate interventions required to support change in their behaviour.</p> <p>Regular class meetings are held where students may explore the phenomena of bullying, the forms it may take, the roles that various people play in bullying, the critical role of the bystander and the strategies/actions to intervene in the situation are discussed and practiced.</p> <p>All staff members have been trained to intervene immediately in a situation of bullying or violence and of the Do's and Don'ts when intervening.</p> <p>All staff members have been trained on proper procedures for dealing with a reported or a suspected incidence.</p>	<p>Parent representatives will be members of the BPCC.</p> <p>The OBPP and the Anti-Violence/Anti-Bullying Plan will be presented at a Governing Board meeting and posted on the school website. At other parent functions materials will be visibly available. At some meetings with classroom teachers and parents the 3 key OBPP Classroom components will be discussed with parents.</p> <p>Parents of a child who is victimized will be contacted as soon as a potential pattern of victimization is identified and will be asked for any observations of behaviour change at home. In addition parents will be informed of the school's intervention and support that will be given to their child. The parents will be contacted periodically to ensure that interventions put in place have been successful. (OBPP Teacher's Guide Chapter 8) Parents will be encouraged to contact the principal or their delegate should they have any concerns, information or questions. The message that the school wishes to partner with them to ensure that their child is safe and happy at school will be clearly stated. A Parent Tip Sheet for Talking with their child will be given to the parent(s).</p> <p>Parents of the child who is bullying or violent towards others will be contacted by the school principal or their designate to inform the parents of their child's behaviour. Consequences imposed will be discussed with the parent and when appropriate parents will be requested to come into the school for a meeting. Parents will be encouraged to contact the principal or their designate should they wish to discuss the situation further, have questions, have information or would like further advice and/or support. In such a situation the school will inform the parent of services available and may make contact on the parent's behalf if requested. A Parent Tip Sheet for Talking with their child will be given to the Parent(s).</p> <p>Parents of a bystander who is actively involved in supporting the perpetrator will be contacted to inform them of their child's involvement and to inform of the consequences that have been given. A Tip Sheet for Parents of Bystanders is sent home. Parents are requested to inform the school of any information their child may share with them regarding the incident that would be helpful.</p> <p>Parents of a student who has witnessed a disturbing incident but was not actively supporting the perpetrator will be contacted to inform them of the situation and the actions the school has taken to support their child.</p>	<p>When a student witnesses an act of bullying or violence, the student may intervene if comfortable and where there is no threat of harm. Possible intervention strategies for students are discussed in class meetings. Regardless of whether students intervene or not they must report the incident to an adult at school and an adult at home. Intervention strategies will be discussed with bystanders when the principal or their delegate meets with the bystanders (when deemed appropriate)</p> <p>When a teacher or other staff member witnesses an act of bullying or violence they must intervene immediately using the 6 step Intervention Approach if there is no threat to their personal well-being.</p> <p>911 will be called if warranted.</p> <p>Complaint For each complaint received the principal shall send the director general of the school board a summary report on the nature of the incident and the follow-up measures taken.</p>	<p>Any reports or complaints concerning acts of Violence or Bullying are strictly confidential. Reporting sheets, once received by the Principal (or other designated person) are kept in a secure file, under lock and key, along with any other document(s) relating this incident. Only the Principal (or their designate) may access the secure file. Any report or complaint made by a third party, including a parent or a student, that is documented or entered into an electronic filing system by a school staff member, shall not include the name of the person making the report or complaint.</p> <p>Any report or complaint entered into an electronic filing system (GPI) may only be accessed and viewed by the person entering the report or complaint and by the school Principal (or their designate).</p> <p>Only the information pertaining to their own child may be shared by school staff with parents or guardians. Information relating to other parties involved in the incident will not be.</p> <p>Any staff member that is involved in any way in an investigation following a report or complaint will take all measures necessary to protect its confidentiality. Staff members will be informed and periodically reminded of their obligation to protect the confidentiality of any report or complaint concerning an act of bullying or violence.</p>

<u>The actions to be taken</u> when a student, teacher or other school staff member or any other person <u>witnesses an act of bullying or violence</u>	Supervisory or support measures			<u>Specific disciplinary sanctions according to their severity or repetitive nature</u>
	<i>For the victim</i>	for <i>witnesses</i>	for the <i>perpetrator</i>	
<p>When a student witnesses an act of bullying or violence, the student may intervene if comfortable and where there is no threat of harm. Possible intervention strategies for students are discussed in class meetings. Regardless of whether students intervene or not they must report the incident to an adult at school and an adult at home (OBPP Rule #4). Intervention strategies will be discussed with bystanders when the principal or their delegate meets with the bystanders (when deemed appropriate)</p> <p>When a teacher or other staff member witnesses an act of bullying or violence they must intervene immediately if there is no threat to their personal well-being. If appropriate 911 will be called.</p>	<p>The student will meet with the appropriate individual (teacher they are closest to, principal or their delegate) to discuss the situation and to learn further information about bullying incidents. The student will be guaranteed confidentiality to ensure they feel safe about discussing the incidents and are not anxious about possible retaliation from the student who is bullying them. The student is informed the follow-up that will occur with the student(s) involved. The student is informed that their parent(s) will be informed of the situation. The student's input is sought as to measures that could be implemented immediately to support the student. The student is met with several times to ensure that the bullying has stopped. The student is encouraged to report any future incidents and is reminded that Rule#4 also applies to them. Appropriate staff is informed to ensure that supervision of the individual is increased to ensure their safety. If additional resources to support the student are deemed appropriate the principal or their designate will ask the parent(s) to follow-up (counselling etc.)</p>	<p>The principal or their designate may meet with the bystanders individually or in a group depending on the circumstances. When students actively support the child who bullies, the principal or their designate meets with the individual student to discuss their behaviour, the School Rules and the consequences that will be imposed for their active role. Future expectations for the student will be discussed and the student is informed that their parent(s) will be informed of the situation. Future consequences will be discussed should another similar incident occur.</p>	<p>The perpetrator will be met with after a discussion has been held with the victim and the bystanders to ensure that the intervening adult has an accurate understanding of the situation. The perpetrator is given the opportunity to explain from their perspective. The perpetrator is informed of their knowledge of the incident, that the rules have been broken and what the consequences will be.</p> <p>The perpetrator is informed that his/her parent(s) will be contacted. The perpetrator is asked how they will ensure that this does not happen again. The principal or their delegate will inform the perpetrator and parent(s) that should any future incidents occur that the consequences will be more severe.</p> <p>Regular follow-up with the perpetrator occurs to ensure the bullying has stopped.</p> <p>Appropriate staff members are informed to ensure the perpetrator is closely supervised and their behaviour redirected when appropriate.</p>	<p>Please refer to Appendix A attached.</p>