

School Bullying Prevention and Intervention Plan

Definition: The Ontario Ministry of Education defines bullying as “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.”

Prevention and Awareness Raising Strategies:

School staff are trained in strategies of bullying prevention and intervention. All staff recognize that it is their duty to report incidences of bullying and to respond to incidences of bullying as they occur.

All allegations of bullying will be received and taken seriously by the administration. These allegations will be assessed to determine whether they meet the definition of bullying. (In the case where the incident as reported does not meet the definition of bullying, education, discipline or mediation may occur in order to move the parties forward).

When the allegations indicate that bullying has occurred, the bully and relevant witnesses will be interviewed. All relevant evidence will be secured and all information received will be documented.

When the bullying is verified, appropriate measures will be undertaken (up to and possibly including expulsion and/or referral to police) to remediate the situation. Appropriate mitigating factors, nature and severity of the behaviour and impact of the behaviour will be taken into consideration when consequences are determined. Consequences will be consistent with a progressive discipline approach.

In the case of a suspension or expulsion, parents or guardians will receive notification (within 24 hours) and written notification including the reasons for suspension, its duration, details of any program to which the bully is assigned and the right to appeal the decision.

Support Strategies:

When the victim has suffered harm as a result of bullying, parents or guardians will be informed of the nature of the activity that resulted in the harm, the nature of the harm and the steps taken to protect student safety, including the nature of any disciplinary consequences imposed on the student bully. The identity of the bully will not be revealed. In situations

where the victim could be harmed by the parent/guardian if disclosure is made, no disclosure will take place.

Support will be provided to the student bully according to a progressive discipline approach.

Reporting Requirements:

All employees of the Renfrew County District School Board who become aware that a student may have engaged in an activity for which suspension or expulsion must be considered shall report the matter to the Principal as soon as is reasonably possible.

Communication and Outreach Strategies:

The policies and procedures on bullying prevention and intervention are provided to students, parents, teachers and other school staff.

Monitoring and Review:

The policies and procedures associated with bullying prevention and intervention are monitored and reviewed periodically to evaluate their effectiveness. Anonymous school climate surveys are conducted at least every two years and results are shared with safe school teams (consisting of one student, one parent, one community member, one non-teaching staff member and an administrator) in order to modify school improvement plans as needed.