

**THE PROTESTANT SEPARATE SCHOOL BOARD
OF THE TOWN OF PENETANGUISENE**

POLICY MANUAL

POLICY TITLE:
**Safe and Accepting Schools – Bullying Prevention
and Intervention**

SECTION/CODE:
School Operations D-51a

APPROVAL DATE:

SUPERSEDES:

NUMBER OF PAGES:

REVIEW DATE:

NOVEMBER 9, 2020

September 11, 2017

Page 1 of 6

November 2024

POLICY STATEMENT

The Provincial Code of Conduct, the Protestant Separate School Board Code of Conduct, the Education Act, Bill 157: Education Amendment Act, (Keeping Our Kids Safe at School Act), 2009 and the Board's discipline policies and procedures create expectations for behaviour for all persons on school property, and outline strategies to be taken to reduce incidents and impose appropriate consequences for students. The Board recognizes the primacy of the Human Rights Code of Ontario. Board policies and procedures are subject to and shall be interpreted and applied in accordance with the Human Rights Code of Ontario when addressing issues of discipline with respect to bullying.

Bullying will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g. online) where engaging in bullying has a negative impact on the school climate.

PURPOSE

The Protestant Separate School Board recognizes that providing students with an opportunity to learn and develop in a safe and respectful society is a shared responsibility in which school boards and schools play an important role. Schools that have bullying prevention and intervention strategies foster a positive learning and teaching environment that supports academic achievement for all students and that helps students reach their full potential. A positive school climate is a crucial component of prevention. Bullying adversely affects a school's ability to educate its students, students' ability to learn, as well as healthy relationships and the school climate.

**THE PROTESTANT SEPARATE SCHOOL BOARD
OF THE TOWN OF PENETANGUISHENE**

POLICY MANUAL

POLICY TITLE:
**Safe and Accepting Schools – Bullying Prevention
and Intervention**

SECTION/CODE:
School Operations D-51a

APPROVAL DATE:

NOVEMBER 9, 2020

SUPERSEDES:

September 11, 2017

NUMBER OF PAGES:

Page 2 of 6

REVIEW DATE:

November 2024

Definitions

Bullying

Bullying is aggressive and typically repeated behaviour by a student where,

(a) the behaviour is intended by the student to have the effect of, or the student ought to know that the behaviour would be likely to have the effect of,

(i) causing 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) creating a negative environment at a school for another individual, and

(b) the behaviour occurs in a context where there is a real or perceived power imbalance between the student and the individual 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;

Behaviour includes the use of any physical, verbal, electronic, written or other means.

Bullying includes bullying by electronic means (commonly known as cyber-bullying), including,

(a) creating a web page or a blog in which the creator assumes the identity of another person;

(b) impersonating another person as the author of content or messages posted on the internet; and

(c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.

**THE PROTESTANT SEPARATE SCHOOL BOARD
OF THE TOWN OF PENETANGUISHENE**

POLICY MANUAL

POLICY TITLE:
**Safe and Accepting Schools – Bullying Prevention
and Intervention**

SECTION/CODE:
School Operations D-51a

APPROVAL DATE:

SUPERSEDES:

NUMBER OF PAGES:

REVIEW DATE:

NOVEMBER 9, 2020

September 11, 2017

Page 3 of 6

November 2024

Positive School Climate

Positive school climate is the sum total of all the personal relationships within a school. When these relationships are founded in mutual acceptance and inclusion, and modeled by all, a culture of respect becomes the norm. A positive school climate exists when all members of the school community feel safe, comfortable and accepted and actively promote positive behaviours and interactions

Guidelines

Prevention Strategies

All students should participate in bully prevention training and leadership initiatives within their own school. These include but are not limited to:

daily classroom teaching with curriculum links;

1. character education initiatives;
2. mentorship programs;
3. citizenship development;
4. student leadership;
5. student success strategies;
6. healthy lifestyles initiatives;
7. social skills development.

Intervention Strategies

It is the expectation of the Board that, provided that there is no immediate risk of physical harm to any individual, staff members who work directly with students on a regular basis, shall respond in any incidents of bullying.

Further, incidents of bullying about which a board staff member or a transportation provider becomes aware must be reported to the principal or designate in accordance with the Protestant Separate School Board procedures at the earliest, safe opportunity and no later than the end of the school day or transportation run, if reported by a transportation provider. A written report must be made when it is safe to do so.

**THE PROTESTANT SEPARATE SCHOOL BOARD
OF THE TOWN OF PENETANGUISHENE**

POLICY MANUAL

POLICY TITLE:
**Safe and Accepting Schools – Bullying Prevention
and Intervention**

SECTION/CODE:
School Operations D-51a

APPROVAL DATE:

SUPERSEDES:

NUMBER OF PAGES:

REVIEW DATE:

NOVEMBER 9, 2020

September 11, 2017

Page 4 of 6

November 2024

Responses by staff members who work directly with students on a regular basis might include:

1. asking the student to stop the behaviour;
2. identifying the behaviour as inappropriate and disrespectful and why, including if it offends the dignity of the target and/or is contrary to the *Human Rights Code*;
3. explaining the impact of the behaviour on others and on school climate;
4. modeling appropriate communication;
5. asking the student for a correction of his/her behaviour by restating or rephrasing his/her comments;
6. asking the student to apologize for his/her behaviour;
7. asking the student to promise not to repeat his/her behaviour; and
8. asking the student to explain why or how a different choice with respect to his/her behaviour would have been more appropriate and respectful.

Intervention requires appropriate and timely responses and should be done in ways that are consistent with a progressive discipline approach and may include early and/or ongoing intervention strategies, such as:

9. contact with parent(s)/guardian(s);
10. review of expectations;
11. written work assignment with a learning component;
12. referral to counseling;
13. consultation.

Progressive discipline may also include a range of interventions, supports and consequences when bullying behaviour has occurred, with a focus on improving behaviour including:

14. meeting with parent(s)/guardian(s), student and principal;
15. detentions;
16. withdrawal of privileges;
17. restorative practices;
18. school, board and community support programs.

**THE PROTESTANT SEPARATE SCHOOL BOARD
OF THE TOWN OF PENETANGUISHENE**

POLICY MANUAL

POLICY TITLE:
**Safe and Accepting Schools – Bullying Prevention
and Intervention**

SECTION/CODE:
School Operations D-51a

APPROVAL DATE:
NOVEMBER 9, 2020

SUPERSEDES:
September 11, 2017

NUMBER OF PAGES:
Page 5 of 6

REVIEW DATE:
November 2024

Suspension

In recognition of the importance of addressing bullying, which can have a significant impact on student safety, learning and the school climate, bullying has been added to the list of infractions for which suspension must be considered.

School Level Plan

The School is required to develop and implement school-wide bullying prevention and intervention plans as part of its School Improvement Plan. Components of these plans must be consistent with the policies and procedures of the Board and must include:

1. the definition of bullying;
2. analysis of the school climate survey (completed every two (2) years);
3. prevention strategies;
4. intervention strategies;
5. procedures to allow students to report bullying incidents safely;
6. training strategies for members of the school community;
7. communication and outreach strategies;
8. monitoring and review processes.

The Board supports students who are victims of serious incidents of bullying causing harm contrary to the provincial, Board, and/or school Codes of Conduct. The principal or designate is required to provide information, in accordance with Board procedures, to the parent/guardian of a student who has been harmed and provided the principal is of the opinion that informing the parent/guardian would NOT put the student at risk of harm.

The School shall develop appropriate plans to protect the victim. The School shall communicate those plans to the victim and to the victim's parents/guardians as well as communicating a method of identifying dissatisfaction with steps taken to provide support to the victim. Communication with the victim's parent/guardian shall only take place in circumstances where to do so would, in the principal or designates opinion, NOT put the student at risk of harm.

Safe Schools Teams

The School must have a safe schools team that is composed of at least one student (where appropriate), one parent, one teacher, one support member, one community partner and the principal. The team must have a staff chair. An existing school committee can assume this role.

The team shall be responsible for revising their existing school wide bullying prevention and intervention

THE PROTESTANT SEPARATE SCHOOL BOARD
OF THE TOWN OF PENETANGUISHENE

POLICY MANUAL

POLICY TITLE:
Safe and Accepting Schools – Bullying Prevention
and Intervention

SECTION/CODE:
School Operations D-51a

APPROVAL DATE:

SUPERSEDES:

NUMBER OF PAGES:

REVIEW DATE:

NOVEMBER 9, 2020

September 11, 2017

Page 6 of 6

November 2024

plan to include awareness raising strategies, support strategies that shall include the requirement to create plans to protect victims and reporting requirements when a student has been harmed.

Administrative Regulations

The Supervisory Officer is authorized to establish administrative procedures to implement this policy, which shall be considered guidelines pursuant to the *Education Act* and Bill 157: *Education Amendment Act, (Keeping Our Kids Safe at School Act), 2009*.

Acknowledgment

The Protestant Separate School Board of the Town of Penetanguishene acknowledges and appreciates the contribution of the Simcoe County District School Board in the development of this policy.