

OUR LADY OF PEACE  
BULLYING PREVENTION PLAN

H-WCDSB POLICY MANUAL

POLICY AGAINST BULLYING BEHAVIOUR S.M.15

The Hamilton-Wentworth Catholic District School Board holds sacred the view that each child is created in the image of God, and that every person must be treated with respect and dignity. Every Catholic student has the right to be safe and to feel respected in and around the school. Incidences of bullying result in a negative atmosphere, which contradicts the image of God in each child and promotes disrespect and unkindness among students.

**DEFINITION – BULLYING BEHAVIOUR**

As per subsection (1) of the Education Act “bullying” means 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.

Bullying behaviour includes the use of any physical, social, verbal, electronic, written or other means.

## \*BULLYING PREVENTION AND AWARENESS RAISING PROGRAMS

### (i) PREVENTION

Prevention strategies include but are not limited to:

strict adherence to the Board's Student Discipline Policy/Procedures and the Code of Student Conduct and Discipline and the Provincial Code of Conduct; a focus on the development of healthy social relationships through an emphasis on relevant components of the Religious Education Program of the Board; monthly teaching of virtues and recognition of students for displaying these particular virtues as well as an emphasis on teaching and modelling empathy and kindness and the use of restorative justice practices. Our liaison officer will provide anti-bullying talks. Anonymous school climate surveys of students, will be conducted with staff and parents every two years. The School will participate in National Bullying Prevention and Awareness Week. The focus will be on how empathy and kindness leads others to pay it forward, creating a welcoming, safe environment.

Students will be taught that modelling gospel values consistently creates a caring and safe environment.

Students will be taught how to be an up-stander in any conflict situation.

Students will be taught how to compromise.

Students will be taught how to recognize the labelling of a person and how to refrain from using this label as labels are harmful and can lead to bullying.

Students will be taught to refrain from gossiping, name calling, teasing, lying, using mean words, threatening, and spreading rumors.

Students will be taught they are responsible for their actions and reactions to situations and are therefore always accountable.

Students will be taught how to de-escalate situations and how to keep themselves safe.

•All of these skills will be taught, modelled and nurtured by all staff on a continual basis.

The establishment of a safe zone: front benches in main hall. When given permission from the principal students will be able to come off the yard if they feel need in order to take time to make better decisions.

## ii) THE DUTY TO REPORT

Our Lady of Peace Catholic Elementary School in compliance with PPM 145 (Progressive Discipline & Promoting Positive Student Behaviour), requires all staff members who observe or become aware of an incident of bullying behaviour to report it to the school principal/vice-principal for further investigation.

Our Lady of Peace requires students and parents/guardians who become aware of an incident of bullying behaviour to report it to the school principal/assistant for further investigation. Reprisals against those reporting incidences of bullying behaviour shall not be tolerated by the school principal/vice-principal and shall result in consequences as determined by the Board's "Code of Student Conduct and Discipline."

## (ii) INTERVENTION STRATEGIES

All staff at Our Lady of Peace will provide prompt intervention when conflicts arise. In the course of a typical day, there are many "teachable moments" when issues arise. All intervention with a few moments of coaching and support at these critical times can help all students, including those who may be at risk, to develop the skills and understanding that they need to maintain positive relationships with others. Such interactions that students have with teachers, other school staff and fellow students, as well as with principals, vice principals their parents and others, can be used to help them improve their social skills. Restorative justice practices will be used to solve conflicts. School social workers may also be called upon to assist in certain situations.

## iv) CONSEQUENCES

Consequences for students who bully others shall depend on the results of the investigation as well as the guidelines provided by the "Code of Student Conduct". Depending on the severity of the incident, the school principal/vice-principal may also

take appropriate action to ensure student safety. In all cases, however, the outcome will be guided by the principle of progressive discipline.

(v) MONITORING

The Board's Safe School Review Team will monitor and review the state of bullying and bullying prevention programs on a regular basis.

(vi) COMMUNICATION

Communication of this plan will be done as follows:

It will be posted the school website, teachers will consistently remind students of the tenets of the plan. The plan will be posted on the board website. Students will be consistently reminded of the plan through assemblies, religion lessons, daily announcements and the modelling of gospel values by all staff.

\*Taken from the Board's Bullying Prevention Policy