



## ***J.D. Hogarth P.S.***

### **BULLYING PREVENTION PLAN**

C:\Web\ugdsb\jdh\temp\Bully Prevention Plan - JD Hogarth Sept11.wpd

**SCHOOL:** J.D. Hogarth Public School

**DATE:** September, 2010

Everyone at J.D. Hogarth Elementary School is committed to making our school a safe and inclusive environment for all. We treat each other with respect, and we will refuse to tolerate bullying in any form at our school.

#### **DEFINITION of BULLYING**

## **\*What is it?\***

Bullying is 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***. It is ***intentional*** and it is ***intended to harm*** the other person.

#### **EXAMPLES of BULLYING**

- ✓ Ganging up on someone
- ✓ Taunting someone in a hurtful way
- ✓ Using put-downs, such as insulting someone's race or making fun of someone for being a boy or girl
- ✓ Spreading rumours about someone, person to person or electronically
- ✓ Excluding someone intentionally or trying to get others to not associate with someone
- ✓ Physical Bullying
- ✓ Verbal Bulling
- ✓ Social/Relational Bullying
- ✓ Electronic Bullying
- ✓ Racial/Ethnocultural bullying
- ✓ Sexual Bullying
- ✓ Religion Based Bullying
- ✓ Gender Based Bullying

## **SAFE & INCLUSIVE SCHOOL COMMITTEE**

School Administrators: Katrina Plazek, Principal; Gillian Muir, Vice-Principal

Teacher(s): Robin Gow, Jim Newton,

Support Staff: Rhonda Spindley (Child and Youth Counsellor)

Student: Andrew Prudence

Parent: Melissa Prudence

## **SCHOOL MONITORING and REVIEW PROCESS**

This Bullying Prevention Plan was developed or reviewed by our Safe and Inclusive School Committee during the month of September, 2010.

Our most recent school climate survey was conducted in May, 2010.

Our Upper Grand District School Board school climate survey is scheduled to be readministered every 3 years.

## **TRAINING STRATEGIES FOR MEMBERS of the SCHOOL COMMUNITY**

Members of our school community will receive bullying prevention training through:

- ✓ Joint Ministry, Board and Union professional development workshops
- ✓ Staff meetings
- ✓ Provision of professional development materials and resources
- ✓ Inclusion of the anti-bullying plan in teacher handbook
- ✓ Publishing of anti-bullying plan on board website
- ✓ School Council supported initiatives
- ✓ Integrating bullying prevention into classroom instruction

## **PARENTS/COMMUNITY COMMUNICATION and OUTREACH STRATEGIES**

We will communicate our Bullying Prevention strategies and initiatives by:

- ✓ Including our Bullying Prevention plan in our school/student handbook
- ✓ Including bullying information inserts in our school newsletters and other in-house publications
- ✓ Sharing information during school assemblies and announcements
- ✓ Sharing information through bulletin board postings
- ✓ Sharing information at School Council and other parent meetings
- ✓ Sharing information at staff meetings
- ✓ Integrating bullying prevention into classroom instruction
- ✓ Posting information on our school website
- ✓ Informing parents and school volunteers of our procedures for reporting incidents of bullying
- ✓ Assisting parents build awareness and knowledge so they may support our school bullying prevention strategies

## **BULLYING PREVENTION, EDUCATION, PROGRAMS and ACTIVITIES:**

Our ultimate goal is to ensure that J.D. Hogarth School is a place where children feel safe so that they can learn; a place where bullying incidents are addressed. Our school currently implements the following bullying prevention education programs and activities that focus on developing healthy relationships and provide leadership opportunities for our students.

- ✓ Character Education - Hogarth Heroes
- ✓ John Howard Society - grades 7/8 - One by One We Get Along
- ✓ Power of Positive Choices
- ✓ D.A.R.E. Program with Constable Bortolato
- ✓ Cyber Bullying - grade 7/8
- ✓ In school events/assemblies/guest speakers
- ✓ In class discussions - TRIBES philosophy, Restorative Practices
- ✓ newsletter articles
- ✓ annual antibullying school wide day for all students (Nov./Jan.)
- ✓ direct parents to the Ontario Ministry of Education guide - "Bullying"

## **BULLYING PREVENTION, EDUCATION, PROGRAMS and ACTIVITIES**

### **Staff:**

Closely supervise students in all areas of the school and school grounds. Be visible in the halls  
Help supervise areas that are known to be areas where bullying tends to happen - stairwells, washrooms, change rooms, lunchrooms, transition times between classes  
Watch for signs of bullying and stopping it when it happens  
Respond quickly and sensitively to bullying reports (Affirm, Ask, Assess, Act)  
Take seriously parents' concerns about bullying incidents  
Assign consequences for bullying in a progressive discipline approach  
Teach students our procedures for reporting incidents of bullying  
Provide a safe environment for students who report bullying (protection from retaliation)  
Treat others respectfully  
Model positive ways of getting along with, and respecting others

### **Students:**

Treat each other respectfully  
Refuse to bully others  
Refuse to let others be bullied  
Refuse to watch, laugh, or join in when someone is being bullied  
Include everyone in play, especially those who are often left out  
Report bullying to an adult  
Accept and celebrate differences (religious, cultural, gender, economic, academic (etc.))

### **Parents**

Model positive ways of getting along with others  
Help their son/daughter find ways to express anger that do not involve hurting others physically or emotionally  
Teach problem solving skills  
Inform school staff if their child tells them about a bullying incident  
Support the schools bullying-prevention efforts collectively and individually  
Help their son/daughter understand the value of accepting and celebrating individual differences  
Be alert to signs their child is being bullied or may be bullying others

## INTERVENTION STRATEGIES

Our staff will use the following process when bullying is reported :

### ACKNOWLEDGE THE INCIDENT/AFFIRM

- “You were right to report/get help from an adult.”
- “I’m glad you asked for help with this.”

### GATHER INFORMATION /ASK QUESTIONS

- “Tell me more about what happened.”
- “Has this happened before?”
- “Did anyone try to help you?”
- “Are you telling me this to get someone in trouble or to keep someone safe?”

### ASSESS SAFETY/MAKE A PLAN

- Determine what the student needs to feel safe now
- What can the student do if the bullying continues
- Who the student will tell if there is another incident

### ACT / FOLLOW-UP

- Determine “next step” or refer the student to an administrator
- Tell them what will happen next
- Check with the student to determine the success of the intervention

## RESPONDING TO INCIDENTS of BULLYING

We will implement strategies to support and educate those who are being bullied, those who bully others, and those who are affected by observing or encouraging bullying.

Examples of these are:

- ✓ inform parents of situation so appropriate supports are in place at home (computer monitoring, involvement of police for serious incidents, etc.)
- ✓ on-going education for staff, students and parents/guardians
- ✓ teachers will use a common think sheet to help students understand their role in the bullying situation

When responding to a bullying incident, our school staff uses a progressive discipline approach. Strategies may range from early intervention to more intensive intervention in cases of persistent bullying, with possible referral to board support personnel, community or social service agencies

**Consequences are at the discretion of the Principal or Vice-Principal. In the case of severe misbehaviour, our format of progressive discipline consequences may be superceded.**

