

Policy Title	Bullying Prevention and Intervention		
Date of Issue	September 21, 2004	Related Procedure	AP 6821-D; AP 6819-D
Revision Dates	January 19, 2010, February 21, 2012, September 17, 2013	Related Forms	AF 6819 (e-Form: Part I and II)
Review Date	September 1, 2018	Originator	Board of Trustees
References			
Education Act; Ontario Regulation 472/07; Bill 157 "Keeping Our Kids Safe At School Act"; Bill 13 "Accepting Schools Act"; BP 6820-D "Safe and Accepting Schools"; AP 6820-D "Suspensions and Expulsions"; BP and AP 7520-D "Human Rights"; BP and AP 7522-D "Assault, Sexual Abuse and Professional Misconduct Involving Board Staff"; BP 6301-D "Antiracism and Ethno-cultural Equity"; PPM No. 144 "Bullying Prevention and Intervention".			
Policy:			

1.0 RATIONALE

- 1.1 Bluewater District School Board policies will support and provide the direction necessary to achieve the board's Vision, Mission and Strategic Plan priorities.
- 1.2 Providing students with an opportunity to learn and develop in a safe, inclusive, and accepting school climate is a shared responsibility in which school boards and schools play an important role. Schools that have bullying prevention and intervention policies foster a positive learning and teaching environment that support academic achievement for all students and help students reach their full potential.
- 1.3 If students who are bullied, who bully others, or who witness bullying receive the necessary support, they can learn effective strategies for interacting positively with others and for promoting positive peer dynamics. Research also shows that administrators, teachers, and other school staff need to be provided with opportunities to acquire the knowledge and skills necessary to address bullying through school-level bullying prevention and intervention strategies that focus on building skills for healthy relationships.
- 1.4 Successfully dealing with bullying involves building a supportive and inclusive community in the school. Everyone has the right to be free from harassment. Everyone has the responsibility to support those who are victimized by bullying.

2.0 POLICY

- 2.1 Bluewater District School Board is committed to:
 - a) Eliminating all forms of bullying. It is the right of every member of the school community to work and learn without fear of bullying of any kind.
 - b) Raising awareness and responsiveness to bullying in the school and greater community.
 - c) Ensuring that incidents of bullying are monitored and dealt with expeditiously and effectively through consistently applied policy and procedure.
 - d) Supporting our schools as they foster positive school climates, bullying prevention and intervention cultures.
 - e) Ensuring that all schools develop and implement a whole school prevention and intervention plan to address bullying.
- 2.2 Bluewater District School Board recognizes that "restorative practices", as an alternative to more traditional approaches, may be considered for use.

3.0 SYSTEM EXPECTATIONS

- 3.1 Bluewater District School Board will establish a bullying prevention and intervention plan for the schools of the board, and will require that all schools implement the board's plan.
- 3.2 Bluewater District School Board will not accept bullying on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online) where engaging in bullying will have a negative impact on the school climate.
- 3.3 Bluewater District School Board will require all staff, school bus drivers, as well as other third party contractors, such as before-and-after school program operators, to report incidents of bullying to school principals.
- 3.4 Bluewater District School Board will provide opportunities and resources for school staffs, transportation providers and community organizations to acquire the knowledge and skills necessary to create bullying prevention and intervention school cultures.
- 3.5 Bluewater District School Board will require and assist individual schools to review and evaluate their school climate data and their bullying prevention and intervention plans yearly.

4.0 DUTIES AND RESPONSIBILITIES**4.1 Every member of the school community:**

- a) has an obligation to treat each other with respect and dignity at all times.
- b) is responsible for actively discouraging bullying, reporting incidents of bullying immediately and giving support to those who are victimized.

4.2 Bluewater District School Board will:

- a) involve school communities in the development, implementation and maintenance of positive school climates and bullying prevention and intervention environments.
- b) consult with school councils, Home and School Associations and parents, the Parent Involvement Committee (PIC), administrators, teachers, non-teaching staff (including, but not limited to, staff in social work, child and youth work, psychology, and related areas, and educational assistants), as well as students, Special Education Advisory Committee, community partners, social service agencies, members of Aboriginal communities (e.g., Elders), and other appropriate community groups as part of the cyclical review of this policy.

4.3 School Administration will:

- a) Support and maintain a positive school climate in their schools;
- b) Model a school culture of mutual respect;
- c) Promote a school culture of mutual respect;
- d) Provide leadership and support for bullying prevention and intervention culture;
- e) Regularly and meaningfully communicate with the school community about bullying prevention and intervention, by:
 - i. encouraging community partners to participate in the planning, development and implementation of school bullying prevention and intervention plans; and
 - ii. holding everyone in the school community accountable for his/her behaviour;
- f) Ensure that people feel safe and confident when reporting bullying;
- g) Investigate all reports submitted by board employees, and communicate the results of the investigation to the teacher who made the report. If the employee is not a teacher, the results will be communicated if the principal considers it appropriate;
- h) Record and track incidents of bullying to determine frequency;
- i) Provide consistent consequences;
- j) Provide opportunities for bullying prevention and intervention education;
- k) Require all staff and bus drivers to report all incidents of bullying.

4.4 School Staff will:

- a) Support and maintain a positive school climate in their schools;
- b) Model a school culture of mutual respect;
- c) Promote a school culture of mutual respect;
- d) Be represented on the school bullying prevention and intervention committee;
- e) Promote and participate in the school's bullying prevention and intervention plan;
- f) Demonstrate leadership in recognizing and discouraging bullying;
- g) Actively supervise and intervene to stop bullying and report any incidents;
- h) Take seriously all allegations of bullying behaviour, and act in a timely, sensitive and supportive manner.

4.5 Students will:

- a) Support and maintain a positive school climate in their schools;
- b) Model a school culture of mutual respect;
- c) Promote a school culture of mutual respect;
- d) Be represented on the school bullying prevention and intervention committee;
- e) Participate in the school's bullying prevention and intervention plan;
- f) Take responsibility for their own behaviour;
- g) Discourage and report any incidents of bullying;
- h) Demonstrate positive leadership in their school community.

4.6 Parents/Guardians will:

- a) Support and maintain a positive school climate in their schools;
- b) Model a school culture of mutual respect;
- c) Promote a school culture of mutual respect;
- d) Communicate with the school about bullying issues;
- e) Be represented on the school bullying prevention and intervention committee;
- f) Participate in and support the school's bullying prevention and intervention plan;
- g) Discourage and report any incidents of bullying.

4.7 School Council will:

- a) Support and maintain a positive school climate in their schools;
- b) Model a school culture of mutual respect;
- c) Promote a school culture of mutual respect;
- d) Be represented on the school bullying prevention and intervention committee;
- e) Help develop and implement the bullying prevention and intervention plan;
- f) Communicate with the school and the wider community re: bullying.