**Highland MS Bullying**

**Prevention**

**Restorative Practice –** adapt the R.P. method of restoring friendships through empathy, care and concern.

**Caring and Safe Committee** made up of **Administrator**; **Parent**; **Support Staff member(s); Equity and Positive Space Rep; Guidance Counsellor**; **Social Worker; Student Representatives**

**Stress Tool Kits/Safe Space –**all teachers will create stress tool kits and provide a “Safe Space” within their class. Admin will model stress tool kits and create a

**Calming Zone Room up and running for students and staff in the library to access calming strategies. (ie. Classical music, mood lighting, tactile walk-through)**

**Virtual** **Character Traits/Attribute & Global Citizenship Assemblies** at the end of each month.

**Student Leadership Team** comprised of Grade 6, 7 & 8 students will present on Social Justice Issues in order to develop Global Citizenship/Competencies and Character Traits which honour student voice and choice.

**Community Liaison Officer - Social Media Presentations (Do’s and Don’ts’s) for Highland Community (2019-20)**

**Mental Health Training Series for Student Leadership group facilitated by Public Health Nurse** –**to share with entire school community**

**Orange Safety Vests for supervising staff before, during (breaks/lunch) and after school.**

**Paul Davis virtual Anti-Cyberbullying Presentation – Oct. 26, 2020, Oct. 25, 2021.**

YouthSpeaks**-Student and Parent Workshops about developing critical and cultural competencies. (ie. Cultural values and Behaviours and how they intersect with the Canadian context and multiple identities.** Anti-Racism**-YouthSpeaks Workshop for parents and students. Feb. 2022**

**Prevention & Intervention Plan**

**2019-2022**

**Intervention**

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***What do I do when someone is bullying me?***

1. Tell a Teacher/ Friend/Administrator

2. Victim will be reassured of safety.

3. Teacher will fill-out Office Referral Form

4. Students will fill-out Case Notes/Reflection Sheets which embeds Character Trait Development

5. Teacher/Admin will follow Progressive Discipline/Restorative Agreement

6. Bully will respond to allegations.

7. P or VP will be notified and respond

8. Referral to Restorative Circle, Caring Adult, Guidance, SST or Community agency will be discussed.

9. Bullying Incidences will be tracked.

**What is Bullying? The Board defines Bullying as the following:**

*Bullying (including cyber-bullying)* – aggressive and typically repeated behaviour (physical, verbal, electronic, written or other means) by a pupil where:

(a) the behaviour is intended by the pupil to have the effect of, or the pupil 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 pupil 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;

*Cyber-bullying -* bullying by electronic means, 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.

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Bullying is:

* **Physical** – hitting, shoving, stealing or damaging property
* **Verbal** – name calling, mocking, or making sexist, racist or homophobic comments
* **Social** – excluding others from a group or spreading gossip or rumours about them, emotional abuse to another
* **Electronic** (commonly known as **cyberbullying**) – spreading rumours and hurtful comments through the use of cellphones, e-mail, text messaging and social networking site

**Bullying is:**