

Ecole Cardinal Leger School

ANTI-BULLYING POLICY

STATEMENT OF POLICY:

We at Ecole Cardinal Leger School, guided by our Catholic Schools Mission Statement, are called to be a welcoming community, where we nurture our faith. We as students, parents and staff believe all students have the right to a safe, caring, and respectful school environment, free from bullying behavior. We will not tolerate bullying behaviour. Guided by Gospel values, the behaviour will be dealt with in a serious and timely manner.

RATIONALE:

Ecole Cardinal Leger School students, parents and staff believe that all students have the right to be safe, caring and respectful school environment, free from bullying behaviour. The research clearly indicates that a school community of staff, students and parents working together to emphasize a positive school climate and challenge bullying behaviours of students can make a difference.

Authority -The education Act, Section 150, 151
- Division Code of Conduct

DEFINITION OF BULLYING:

A student is bullied when he or she is exposed to negative hurtful acts on the part of one or more students causing emotional, psychological, and/or physical harm. These negative actions are intentional and hurtful and they can be direct (face to face) or indirect (behind the back). Bullying can be verbal, physical, relational, reactive or electronic and is often a repeated behaviour. Bullying involves an imbalance of power, creates fear and is not gender specific.

Cyber-Bullying

We are aware of the fact that cyber-bullying is an issue in today's society. Ecole Cardinal Leger School Anti-Bullying Policy has three responses to this issue:

1. As with conventional bullying, we at Ecole Cardinal Leger School believe the key is prevention. We have and will continue to educate students and parents when the opportunity arises, in the form of

information and presentations regarding the Cyber-Bullying issue, the damage it causes, and how to deal with it.

2. Any Cyber-Bullying that occurs through the use of school or school division technology will be dealt with in the same fashion as we would deal with bullying in any other case.
3. When made aware of Cyber-Bullying that has happened outside school hours and technology, we will advise parents and students to contact the proper authorities for dealing with the problem.

GUIDELINES:

1. Roles & Responsibilities (In addition to the expectations outlined in the Ecole Cardinal Leger School Code of Conduct)

Students are expected to:

- Be positive role models for others and promote a positive and caring environment.
- Refuse to bully others and to be respectful of differences in individuals.
- Refuse to be a bystander which encourages bullying behaviours.
- Report all acts of bullying that they may experience or observe to appropriate school personnel.
- Actively participate in school-wide and classroom anti-bullying initiatives and social skills programs.

Ecole Cardinal Leger School is expected to:

- Provide a supportive environment that upholds Gospel values and encourages positive relations between students, staff and parents/guardians.
- Address bullying behaviour in an age appropriate manner.
- Implement a comprehensive anti-bullying strategy comprised of: Anti-bullying prevention programs and investigation of reports of bullying, intervention and follow-up.
- Keep lines of communication open between home and school.
- Encourage and teach students to report incidents of bullying behaviour.
- Assist in the development of empathy by helping the students recognize and interpret cues that signal other's feelings and needs, understand the impact of bullying behaviours on others and treat others with respect.

- Promote accountability in our students by helping the students develop the ability to stop and think before they act, resist peer pressure and take responsibility for their actions by making reparation for harm they inflicted on others.
- Conduct themselves in a manner consistent with Gospel values and the teachings of Jesus Christ.
- Encourage and teach students how to be **Bully Smart: Seek help, Make a plan, Assert yourself, Report bullying and Talk about bullying**

Parents, Guardians and School community members are expected to:

- Contribute to a safe, caring and respectful school community.
- Teach their children good communication and social skills at home as this will go a long way toward success at school.
- Promote accountability in their children.
- Frequently talk with their child about school and friends.
- Learn about bullying behaviour and related issues.
- Be observant for signs of being bullied and bullying behaviours.
- Inform the school in a timely manner if bullying is suspected.
- Work together with the staff and administrators at the school to resolve identified incidents of bullying.

PROCEDURES:

Prevention:

1. **Prevention of bullying behaviour is the ultimate goal.** Prevention strategies are ongoing and include the use of the Code of Conduct, social skills programming, anti-bullying prevention programming for students, common language and understanding of bullying, open communication and collaboration.
2. Establish clear school wide and classroom rules about bullying.
3. Encourage staff to respond sensitively and consistently to bullying.
4. Provide adequate adult supervision at recesses and less structures times and locations such as the playground and hallways.
5. Providing parents/guardians with resources in dealing with their children who are bullied and their children who are bullying.

6. Improving parental and student awareness of the distinction between bullying behaviours and student conflict.
7. Improving the students knowledge and practice of the positive power of the bystander.
8. Adults identifying instances of bullying and taking initiative to respond as needed even when the children do not report it.
9. Watching for opportunities during the school day to reinforce social skills learned from the programs and instruction in the classroom.
10. Teaching students coping strategies such as assertiveness and friendship skills.

Investigation:

1. The safety and well-being of all students involved is always the primary focus.
2. The student(s) allegedly engaging in bullying behaviour will be given the opportunity to speak individually with school personnel. The incident will be dealt with in a confidential and respectful manner using age appropriate interventions.
3. Information related to bullying behaviours shall be gathered and documented from all students involved, including bully, victim and bystander.
4. A Bullying Incident Report shall be completed. The report placed in a common binder to communicate the incidents for other staff in the event they must take action with the same students involved with bullying at a different time.
5. Communicating with the classroom teachers of the student involved.

Intervention:

1. School personnel shall contact the parents/guardians of each student involved.
2. Appropriate consequences to be considered will depend on the developmental and maturity levels of the students involved, the levels of harm that have occurred, similar incidents or continuing patterns of behavior.
3. A written record shall be kept of the Action Plan and the strategies to be undertaken by the student, home, school, and/or community.
4. Assistance from school counselor, division student service personnel or other outside agencies will be accessed if necessary

5. Involvement of police (information, resources, community liaison, etc) if necessary

(in addition to the consequences outlined in our school Code of Conduct)