

## **St. Peter School Anti-Bullying Policy**

### Statement of Policy

St. Peter School has never and will never tolerate bullying behavior. Guided by Gospel values and the teachings of Jesus Christ, bullying behavior will be dealt with in a serious and timely manner.

### Rationale

As detailed in our school Code of Conduct, St. Peter School believes that all students have a right to a safe, caring and respectful school environment. Students have the responsibility to ensure that everyone is treated with politeness and care.

### Definition of Bullying

A student is bullied when he or she is repeatedly exposed to negative actions on the part of one or more students causing emotional, psychological, and/or physical harm. These negative actions are intentional and hurtful. Bullying can be verbal, physical, electronic, relational, or reactive. Bullying involves an imbalance of power, creates fear, and is not gender specific.

### Roles and Responsibilities

In addition to the expectations outlined in both the St. Peter School and the Division Codes of Conduct:

A. St. Peter School students are expected to:

- \* Take part in anti-bullying initiatives, social skills programs and in promoting a safe, positive school.
- \* Conduct themselves in a manner consistent with Gospel values and the teachings of Jesus Christ.
  
- \* Students who choose to engage in bullying behaviors will:
  - Take all necessary steps to stop the bullying behavior.
  - Be aware, responsible and accountable for their behavior.
  - Learn and apply respectful strategies to overcome bullying behavior.
  - Accept the consequences of their behavior.
  
- \* Bystanders will:
  - Honestly and accurately report bullying behaviors.
  - Support the bullied in positive ways.
  
- \* The bullied will:
  - Honestly and accurately report bullying behaviors.
  - Learn and apply respectful strategies to counter bullying behaviors.

B. St. Peter School Staff are expected to:

- \* Provide a supportive environment that upholds Gospel values and encourages positive relationships between students, staff and parents/guardians.
- \* Address bullying behavior in an age appropriate manner.
- \* Implement a comprehensive anti-bullying strategy comprised of: anti-bullying prevention programs, 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 behavior.
- \* Conduct themselves in a manner consistent with Gospel values and the teaching of Jesus Christ.

C. Parents, Guardians, Parish and Community Members are expected to:

- \* Contribute to a safe, caring and respectful school community.
  - \* Learn about bullying behavior and related issues.
  - \* Inform the school if bullying is suspected.
  - \* Work with the school to resolve identified incidents of bullying.
  - \* Conduct themselves in a manner consistent with Gospel values and the teachings of Jesus Christ.
- \* Keep lines of communication open between home and school.

### Procedures

1. Prevention:

Prevention of bullying is the goal. Strategies are ongoing and include the use of our Code of Conduct, Anti-Bullying Unit taught at the beginning of the school year, our Social Skills Program, school/classroom expectations, open communication and common language.

2. Investigation of Reported Bullying Behavior:

The safety and well-being of all students involved shall be of primary concern. The student(s) allegedly engaged in bullying behaviors shall be separated, given the opportunity to speak, and dealt with individually. Information related to bullying behaviors shall be gathered and documented from all students involved, including any witnesses. A "Bullying Incident Report" may be completed.

3. Actions if Bullying Behavior is Evident:

- Actions to address incidents of bullying behavior shall take into account:
- the development and maturity levels of the students involved;
- the levels of harm that have occurred;

- the surrounding circumstances and the context in which the incident occurred;
- the nature of behaviors in the past related to similar incidents or continuing patterns of behavior; and
- the relationships among the parties involved.

- All those involved will be informed individually that there will be follow-up of the incident. The behavior of each student involved (regardless of role) is to be monitored to determine further actions.

- The in-school administration or the classroom teacher(s) shall determine whether it is appropriate to contact the parents/guardians of the students involved in the incident.

- The in-school administration may request assistance from Student Services personnel, the Police Resource Officer, or other appropriate resources.

- Intentionally and falsely accusing another student of bullying behavior shall be considered bullying behavior and dealt with as such.

- In the event that efforts expended by the staff with the students involved are unsuccessful and further bullying behaviors are found to occur, the formal procedures detailed below shall be followed:

- In cases where it is determined that bullying behavior has occurred and is a part of a continuing pattern, in-school administration or designate shall complete a *Bullying Incident Report*.
- The in-school administration shall contact the parents/guardians of each student involved and invite them to participate in meetings to discuss their child's involvement in the incident(s). In most instances separate meetings shall be arranged for the parents/guardians of each student involved.
- A written record shall be kept of the plan of action and strategies to be undertaken by the school, parents/guardians, and students involved. Such records shall be kept in a confidential file by the principal or designate and reviewed annually.
- If the plan involves suspensions or expulsions the division procedures shall be followed.

#### 4. Policy Communication:

The in-school administration shall review this policy at the beginning of each school year with all staff members and with parents/guardians.

*In keeping with the teachings of Christ, St. Peter School continues to create a safe, caring and supportive school environment, free of bullying for all members of the school community.*