

PRINCE ALBERT ROMAN CATHOLIC SEPARATE SCHOOL DIVISION NO. 6

POLICY ITEM: Bullying Prevention	CODE: IFC
LEGAL STATUS: Board Motion #132.15; #13.18	DATE APPROVED: 22 Jan 18

Background:

All humans are created in the image of God with inherent value and dignity. We believe in basic human goodness and that therefore, each person is deserving of respect and dignity and is in turn expected to treat others with respect and dignity. Catholic Education aims to assist young people to become responsible, moral and ethical individuals based on the Gospel values and actualized through right relationships. Supported by the larger community, all forms and instances of bullying need to be decisively addressed within the context of building a community in the school in which the student does the right thing because it is the right thing to do.

Policy:

The Prince Albert Catholic School Board believes that all pupils have the right to learn and interact in a safe, affirming environment. Furthermore, the Board believes that addressing bullying starts with prevention through building a culture of safety, care, and compassion based on Gospel values and that instances of bullying, when they do occur, are to be dealt with decisively and in a timely and comprehensive manner attending to the person who was bullied, the person who was displaying bullying behaviour and the bystanders.

Guidelines:

1. The school staff will take a proactive approach to prevent bullying.
 - 1.1 Each school will teach Gospel values through the vision and values program, emphasizing values such as love, respect, service, justice, community and forgiveness to be included in the annual School Learning Improvement Plan.
 - 1.2 The Religion Program, Christian Ethics courses, curriculum links and teachable moments will be used to assist students in becoming responsible, moral and ethical individuals.
 - 1.3 School staff will attempt to stay current with developments in the cyberworld and the implications of new technologies.
 - 1.4 Schools will support students to develop appropriate and responsible online behaviour.
 - 1.5 Each school will set out expectations for student conduct.
 - 1.6 Preventative measures will be taken such as adequate supervision and vigilance in areas that are less easily supervised.
 - 1.7 Staff will be proactive in addressing issues that have the potential to escalate.
 - 1.8 Staff will attempt to recognize symptoms of bullying that is unreported such as change in behavior and will seek to uncover the person who was bullied and the person who was displaying bullying behaviour.
 - 1.9 Senior and in-school administrators will explore, evaluate and implement age-appropriate programs, training, and strategies that teach pro-social skills and bullying prevention.
 - 1.10 Bullying will be addressed from the perspective of reconciliation and restorative justice.
2. Bullying of any form will not be tolerated and reports of incidents of bullying will be investigated and addressed in a timely way.
 - 2.1 Schools will foster a culture that facilitates the reporting of bullying by the person who was bullied, parents/guardians/friends and the bystander.
 - 2.2 Schools will establish a process for reporting bullying behavior directly and anonymously.

- 2.3 Schools will engage students, as age-appropriate, in establishing and implementing responses and solutions to address bullying.
- 2.4 Parents/guardians of the person who was bullied and the person who was displaying bullying behaviour may be involved in the solution.
- 2.5 Behavior that is inappropriate but not deemed to be bullying will be dealt with through the guidelines and procedures of Policy IFB Student Discipline.

Procedures:

1. Annual School Learning Improvement Plans, including a plan to strengthen the teaching of values, will be reviewed by the Director or designate on an annual basis.
2. Curriculum connections will be identified in long range plans and course outlines on an annual basis.
3. School based student code of conduct and preventative measures and procedures to identify and address incidents of bullying will be reviewed and renewed by staff on an annual basis.
4. The school division will evaluate and make use of national, provincial and community resources, supports and initiatives aimed at preventing and dealing with bullying as they emerge from time to time.
5. The school division will participate in community development and initiatives that support building caring school climates.

Definition:

Bullying is a relationship issue where one person or group repeatedly uses power and aggression to control or intentionally hurt, harm or intimidate another person or group. It is often based on another person's appearance, abilities, culture, race, religion, ethnicity, sexual orientation or gender identity. Bullying can take many forms: physical, emotional, verbal, psychological or social. It can occur in person or through electronic communication. (Saskatchewan's Action Plan to Address Bullying and Cyberbullying, November 2013).

References

Saskatchewan's Action Plan to Address Bullying and Cyberbullying (November 2013)

Caring and Respectful Schools Bullying Prevention A Model Policy (September 2006)

Caring and Respectful Schools: Toward SchoolPlus

Bullying: A plague to combat together (Catholic Organization for Life and Family, 2013)

Sustaining a Safe, Compassionate and Healthy School Environment (The Catholic Principals' Council of Ontario, January 5, 2009)

Ministry of Education - Deepening the Discussion: Gender and Sexual Diversity (2015)

Caring for Students and Staff: Creating an Atmosphere of Trust and Respect Around Issues of Sexual Orientation (2016)