



Lumen Christi Bullying Prevention Plan 2021-2022

School Pledge:

*This is for me and for all my friends.
I think being mean is unkind!
With Jesus as my role model,
I won't watch someone get picked on
because I am a good person, a kind and helpful person.
I will not be a bystander.
I know sticking up for someone is the right thing to do.
I will include.
I will be a leader.
In my world, we are all equal.
We are caring.
We are respectful.
We will make a difference.
We are Lumen Christi and we will Shine.*

Overview:

Lumen Christi school community continuously works to foster and exemplify Catholic values. Staff are committed to establishing and promoting healthy, safe, and inclusive learning spaces where all feel a positive sense of self, spirit and belonging.

This plan supports and promotes a safe, welcoming, inclusive, and accepting school environment through appropriate prevention and intervention practices. This is reinforced by the application of progressive discipline in compliance with the *Education Act*, *PPM 128 Provincial Code of Conduct and School Board Codes of Conduct (2019)*, *PPM 144 Bullying Prevention and Intervention (2018)*, the *Parent's Guide to the Provincial Code of Conduct (2019)* and *PPM 119 Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools (2013)*.

The Bullying Prevention Plan is based on the work of the Safe and Welcoming Schools team and is rooted in, HCDSB Policy II-40 Bullying Prevention and Intervention

<http://www.hcdsb.org/Board/Policies/PoliciesProcedures/II40%20Bullying%20Prevention%20and%20Intervention.pdf>)

Ontario Well-Being Strategy <http://www.edu.gov.on.ca/eng/about/WBFactSheet.pdf>

Evidence, Analysis, Assessment and Evaluation:

Due to the COVID-19 pandemic, data is based upon:

Our Schools Survey data (2017/2018)

- 42% of students report having experienced at least some form of bullying in the past
- Bullying is most often social/verbal
- 68% of reported bullying occurs at recess
- 87% of students feel safe at school
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Education, Awareness and Outreach:

What is **Bullying**? Bullying is defined as a form of (typically) repeated, persistent, and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear and distress and/or harm to another person's body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance.

A power imbalance may occur between a pupil and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or receipt of special education. Bullying usually happens when one or more students tease, threaten, spread rumours about, exclude, hit, shove, or hurt another person.

Bullying can take different forms. These include:

- **Physical:** unwanted sexual touching, hitting, shoving, stealing, or damaging property
- **Verbal:** inappropriate epithets, remarks, jokes or innuendos, name calling, mocking, making sexist, sexualized, racist, homophobic, transphobic, and/or derogatory or profane comments
- **Social:** excluding others from a group or spreading gossip or rumours about them
- **Electronic** (commonly known as cyberbullying): spreading rumours, innuendos, hurtful comments, inappropriate images, cartoons or jokes, using cellphones, e-mail, text messaging, gaming platforms and/or through social media

Bullying Prevention: Is a whole school approach that heightens expectations for a safe, caring, equitable, inclusive and accepting learning environment. It includes a shared understanding about the nature and underlying causes of bullying and its effects on the lives of individual students and the school community.

Bullying Intervention: Is a comprehensive and effective response to a bullying incident that takes into consideration all parties involved in the bullying incident. It should provide specific supports for the student who has been bullied, interventions for the student who has bullied others and for the student who has been affected by witnessing the bullying.

Positive Learning Environment: Is the sum total of all relationships found within the school and is a critical component of bullying prevention. A positive learning environment is accepting, equitable, and inclusive of all persons regardless of race, colour, culture, ancestry, place of origin, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, religion, family status, or disability. A positive learning environment engages the school community, including parents/guardians, as well as the broader community. A positive learning environment exists when all members of the school community feel safe, respected, and actively promote positive language, behaviours and interactions.

Safe Schools Team: Each school must have in place a Safe Schools Team responsible for school safety that is composed of at least one student (where appropriate), one parent, one teacher, one support staff member, one community partner and the Principal. The team must have a staff chair. An existing school committee can assume this role. At Lumen Christi the student representatives on our Safe Schools team are an important part of what makes the team so successful. The student voice is critical to the initiatives and topics raised at our meetings. Students feel that they have an impact on their school environment in terms of promoting a positive, safe, caring community.

Policies and Procedures:

The Bullying Prevention Plan is based on:

- HCDSB Policy No. II-40 Bullying Prevention and Intervention
<http://www.hcdsb.org/Board/Policies/PoliciesProcedures/II40%20Bullying%20Prevention%20and%20Intervention.pdf>)
- HCDSB Policy No. II-27 Student Behaviour
- HCDSB Policy No. II-39 Progressive Discipline and Safety in Schools
- Ontario Well-Being Strategy <http://www.edu.gov.on.ca/eng/about/WBFactSheet.pdf>

Lumen Christi School will communicate these policies and procedures by:

- Including information on our school website
- Share this information at staff and divisional assemblies
- Integrating prevention and intervention into classroom instruction
- Informing students, parents, and volunteers of procedures for reporting incidents of bullying
- Policies shared with staff in memos and on school Team site
- School Code of Conducts (virtual) Assemblies each term to review expectations

Prevention:

Lumen Christi School will promote a positive school climate using various strategies and a Tiered Model of Intervention to address bullying and positive mental health. School programs, strategies, and initiatives include:

- iDare Student Committee

- Minds Up
- Roots of Empathy
- Social Skills training with CYC – Kelso’s Choice
- Peace Walk
- Virtual Assemblies
- Virtual Liturgies
- Guest Speakers
- Liaison Officer Classroom Virtual Visits

2021-2022 Focus:

1. Bullying Prevention/Awareness:

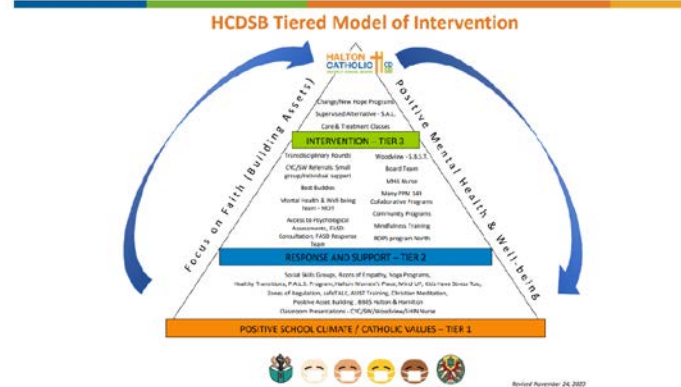
- a. Safe Schools Team focus – iDare Student and Parent committees
- b. Guest Speaker: D.O. Gibson -
- c. Peace Walk
- d. Pink Shirt Day: February 24th.
- e. Initiatives/Activities/Clubs: PALS; Kelso’s Choice; Zones of Regulation; Buddy Bench; Roots of Empathy, MINDS Up

2. Wellness:

- a. Focus on Student Wellness and Staff Wellness
- b. Wellness Week: January
- c. Bell Let’s Talk Day - February

3. Equity & Inclusion:

- a. Building staff capacity and professional knowledge
- b. Increasing representation – awareness/observance days – Some examples include: Orange Shirt Day, Diabetes Awareness Month, World Autism Day
- c. Creating a safe and welcoming environment (the physical space – Map to include the culture of LC students and staff)



Intervention and Support Strategies:

Students, parents, staff, and volunteers will report incidents of bullying by:

- Using the Safe Schools Incident Reporting Form
- Telling an adult
- Telling a parent
- Parent(s) and Teacher communication
- Student, staff, and/or parent letting Administration know about incidents

-Support for students who may be exhibiting bullying behaviors will focus on supports from CYC, adult and student mentors, increased supervision, alternative recess locations, consequences providing progressive discipline, ongoing communication with home and school

-For student victims and bystanders, providing CYC/social work support -individual, whole group and small group interventions as appropriate to establish restorative practices

Monitoring and Review:

The Safe and Welcoming Team will meet three times per year to identify student needs, supports, initiatives and resources to make our school safer in relation to mental health, physical health and bullying.

Committee Meeting Dates:

- November 2021: Introductory meeting and upcoming initiatives – Bullying Awareness Week
- January 2021: Mental Health and Wellness
- Spring 2021: Equity and Inclusion

The Safe Schools team meets as a large committee three times a year. The full team determines areas of focus for the year and then the school-based team moves forward on implementation.

Safe and Welcoming Schools Team:

- Olga Pona - Teacher
- Heidi Nelson – CYC
- Michelle Bazinet – Catholic School Council Chair
- Joe Jurus – Principal
- Ann-Marie Melchionna – Vice-Principal