



Queen of Heaven Bullying Prevention and Intervention Plan

“So now I am giving you a new commandment: Love each other. Just as I have loved you, you should love each other.” John 13:34

Date: December 2021

The Bullying Prevention and Intervention Plan is based on the work of the Safe Schools Team (iDARE).

1. Evidence Analysis, Assessment and Evaluation

Data Source	Key Areas of Concern	Focal Point for the Plan
Tell Them From Me Climate Survey Data 2017	<ul style="list-style-type: none"> - Gr. 4-6 report indicates students do not feel it is important to learn - Gr. 7-8 participation in clubs decreased 14% - Gr. 7-8 showed decrease in positive student behaviour by 4% - Gr. 7-8 severe bullying and high levels of anxiety increased by 2% 	If students are active and engaged in various opportunities for cooperative play and team-building then it is likely bullying will be reduced. Treating everyone with Dignity, Kindness and Respect in our words and in our actions is how we keep our school bully-free and safe for everyone.
Student Survey led by iDARE to be done January 2022	-	

2. Education, Awareness and Outreach

Topic	Audience	Delivered By
Code of Conduct Assemblies – Bullying Prevention	Divisional Assemblies Gr. 1-8	Administration
Safe Schools Reporting Form/ Incident Tracking	Staff	Administration
Anti-Indigenous Racism, Truth & Reconciliation – September 30th	Whole School Announcements Class Lessons 7 Feathers Banner	Administration Classroom Teachers
Monthly Orange Shirt Day	Whole School	Administration Classroom Teachers
Bullying Prevention and Awareness – November 2021	Whole School Announcements Class Lessons (Definition of Bullying, Roles, Actions)	Administration Classroom Teachers

Indigenous Awareness and Treaties Recognition Week– November 2021	Whole School Announcements Community through Social Media	Administration and iDARE
International Day for Persons with Disabilities – December 3	Whole School Announcements	Administration

iDARE: Parent, Staff and Student Committee

Purpose of iDARE/ 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, one parent, one teacher, one support staff member, one community partner and an administrator. At Queen of Heaven the iDARE team assumes the Safe Schools role. At Queen of Heaven the student representatives from Gr. 4-8 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, welcoming and inclusive community.

iDARE Parent Communication: Monthly Communication through iDARE Bulletin helps raise awareness and inform the community of issues related to inclusion, diversity, anti-racism and equity.

Progressive Discipline: When issues occur, staff work together with Administration to determine the appropriate follow-up which may include but are not limited to:

- Teacher intervention
- Administrator intervention
- Reflection paper
- Consequence as determined by staff and/or administration
- Parent communication of issues
- Restorative work
- Involvement of support staff such as Child & Youth Counsellor
- Involvement of outside resources as needed
- Focus on class and school expectations

3. **Policies and Procedures:** Administration review related policies and procedures on regular basis. Safe Schools team to be aware of related policies and procedures to determine impact at school level.

- [PPM144- Bullying Prevention and Intervention](#)
- [HCDSB Policy 39 Progressive Discipline and Safety in Schools](#)
- [HCDSB Policy II-40 Bullying and Prevention](#)
- [HCDSB Policy II-44 Student Mental Health and Well-Being](#)
- [HCDSB Policy II-45 Equity and Inclusive Education](#)
- [Ontario Well-Being Strategy](#)
- [Ontario's Equity and Inclusive Education Strategy](#)

4. Prevention

A Positive School Climate is promoted through a Tiered Model of Intervention to address Bullying and Positive Mental Health.

Tier 1:

- Daily reminders through announcements which include but are not limited to:
 - Ontario Catholic Graduate Expectations
 - Physical Safety (e.g., walking to lines at recess)
 - Problem Solving Strategies (e.g., find an adult if you need help)
 - Treating everyone with Dignity, Kindness and Respect to keep our school bully-free
- Classroom expectations
- School Code of Conduct
- Re-introduction of intramurals
- Re-introduction of school sports
- iDARE Committee: Student, Staff and Parents
- Classroom lessons and activities related but not limited to:
 - Bullying
 - Friendship
 - Treating others with Dignity, Kindness and Respect
 - Conflict Resolution
 - Problem Solving Strategies
 - Empathy

Tier 2:

- Child & Youth Counsellor classroom supports related but not limited to:
 - Kelso's Choice
 - Stop Now and Plan (SNAP)
 - Self-Care and Wellness
 - Emotional Regulation and Problem Solving
 - Social Skills Game Group
- Guest Speakers and Classroom presentations

5. Intervention and Support Strategies

Processes in place to identify and respond to bullying include but are not limited to:

- Vigilant and effective supervision
- Administrator commitment to being visible and present for recesses
- Responding in the moment
- Training for all staff including lunch time supervisors to be aware of areas where issues may occur (e.g., washrooms, hallways, stairwells).
- Communication to students: Code of Conduct assemblies, classroom lessons and presentations, daily announcements, shared messaging through iDARE Student Reps
- Response to issues: incident is addressed, investigated and documented; refer to administration, and appropriate consequence or follow up is put into place; work with

classroom teaching staff; communicate with all parents; ensure restorative work as well as preventative strategies are in place

6. Monitoring and Review

- Administrator review of Safe Schools Reporting Form, school incident reporting
- Monthly iDARE Student/Staff Rep meetings
- School Survey to be completed by staff and students; iDARE Team to review the trends in the data
- Input from parents through iDARE

Safe Schools Team Meetings 2021-2022:

- December 2021
- January 2022
- February 2022
- April 2022