

RRDSB Bullying Prevention and Intervention Plan

The following pages are resources to help guide you in creating your school plan. The information below outlines the requirements in Board and Ministry policy that pertain to promoting an inclusive, safe, and caring school climate. Also included are suggested sources of data, strategies, and interventions for school teams to consider in developing a plan.

Plan Components	Mandatory Requirements as outlined by: P.123.SCO Bullying Prevention and Intervention, PPM 144, Accepting Schools Act 2012	Examples of Other Sources of Data, Strategies, and Interventions
<p>Needs Assessment</p>	<ul style="list-style-type: none"> All schools must annually review and update their existing school-wide bullying prevention and intervention plans as part of their school improvement planning. RRDSB School Climate Survey (Gr. 4-8) and COMPASS (Gr. 9-12). 	<ul style="list-style-type: none"> Suspension Data Achievement Data Office Referrals Incident Reports Anecdotal Reports Other
<p>Training Strategies & Resources</p>	<ul style="list-style-type: none"> Bullying prevention and intervention training for all administrators, teachers, and non-teaching staff that includes ways of responding to gender-based and homophobic bullying, respect for diversity and special education needs. At <i>minimum</i>, staff, including third-party employees, volunteers, etc., will complete annual training on equity and inclusive education and bullying prevention, including the requirement of all staff to respond to bullying. At <i>minimum</i>, students will annually learn about character education and bullying prevention strategies, including cyberbullying and safe internet use. 	<p>Ministry of Education Resources:</p> <ul style="list-style-type: none"> Bill 157 Reporting & Responding Bill 13 Accepting Schools Act Ministry Anti-Bullying Resources https://www.ontario.ca/page/bullying-we-can-all-help-stop-it <p>Other Resources:</p> <ul style="list-style-type: none"> PREVNet https://www.prevnet.ca/ Common Sense https://www.commonsense.org/ Get Cyber Safe https://www.getcybersafe.gc.ca/en Media Smarts https://mediasmarts.ca/teacher-resources <p>PD Opportunities for School Communities:</p> <ul style="list-style-type: none"> RRDSB Online Modules (staff only) https://rrdsb-on.safeschools.com/login WITS Program (K – 3, Gr. 4 – 6) https://witsprogram.ca/ Roots of Empathy (primary grades) https://rootsofempathy.org/ Dare to Care https://www.daretocare.ca/ <p>(See Resources Summary in Appendix A)</p>

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<p>Prevention and Awareness- Raising Strategies</p>	<ul style="list-style-type: none"> • Ministry definition of bullying must be displayed and communicated to all members of the school community. • Code of Conduct that includes expectations for appropriate student behaviour must be displayed and supported by the school community. • Active Safe Schools Team (can be an existing school committee, such as school council). 	<ul style="list-style-type: none"> • School-wide teaching strategies focused on developing healthy relationships and include bullying prevention in daily practice • Opportunities for all students to participate in bullying prevention training and leadership initiatives within their own school • Presentations, classroom lessons, and resources that foster inclusive and diverse relationships • Promote/practice of restorative approaches in school community • Regular review of the Board/school Code of Conduct • Engagement of parents/guardians and community partners on school initiatives • Promotion of Kids Help Phone https://kidshelpphone.ca/ 1-800-668-6868 • Encouraged reporting by adult community to the principal of the school or through the anonymous online RRDSB reporting tool https://www.rdsb.com/parents • Other:
<p>Intervention and Support Strategies</p>	<ul style="list-style-type: none"> • Ensure mandatory reporting protocol is followed by all staff including response back to parents/guardians of the victim and the bully. • Provide a mechanism for students to safely report incidents of bullying while minimizing possibility of reprisal. • Develop a comprehensive intervention strategy to address incidents of bullying behaviour in a timely, sensitive, and supportive manner. • Follow Bullying Prevention and Intervention (Policy and Procedure 4.31). • Consult Student Discipline Procedure (Procedure 4.30). 	<ul style="list-style-type: none"> • Focus on repairing the harm and attending to needs of all parties/Restorative Practices • Collaborative Problem-solving • Mental Health Leader support • Address bystander behaviour • Referral to community/social service agencies if relevant • Established behaviour and/or safety plans • Progressive Discipline strategies (where applicable) • Established follow-up and communication plan when incidents occur

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	<ul style="list-style-type: none"> • Ensure interventions, supports, and consequences are consistent with the educational needs of the student (i.e., Individual Education Plans). • Provide supports for students who have been bullied, have bullied others, and students who have witnessed these behaviours, including a plan for safety of the victim. • Ensure that roles and responsibilities of administrators, teachers, parents/guardians, and students are clearly defined. • Ensure duty to follow up with parents/guardians. 	<ul style="list-style-type: none"> • Promotion of Kids Help Phone https://kidshelpphone.ca/ 1-800-668-6868 • Case Conferences • Anti-Sex Trafficking Protocol • Other
Communication and Outreach	<ul style="list-style-type: none"> • RRDSB Policies and Procedures must be shared with all staff, students, and parents: <ul style="list-style-type: none"> ○ Procedure 4.16 Safe Schools, Appendix A ○ School Code of Conduct • Every effort should be made to provide access to appropriate support for parents (i.e., ethnocultural, linguistic and disability considerations). • Regularly communication to school community that bullying behavior will not be tolerated. • Ongoing promotion of Anonymous Reporting Tool. 	<p>Examples of Communication Tools:</p> <ul style="list-style-type: none"> • Parent Council meetings • Staff Meetings • Newsletters • Ministry Anti-Bullying Guide for Parents https://files.ontario.ca/edu-guide-for-parents-bullying-en-2021-07-13.pdf • School/RRDSB website <p>Promotion of Anonymous Reporting Tool:</p> <ul style="list-style-type: none"> • Synervoice Messages • Anti-Bullying and Awareness Week initiatives • Other
Monitoring and Review Process	<p>Schools are expected to monitor, review, and evaluate the effectiveness of anti-bullying and awareness programming with staff in a timely manner through school improvement and equity planning. (Annually, Bullying Prevention and Intervention Plan is posted on website)</p>	<ul style="list-style-type: none"> • Review Needs Assessment Data

Appendix A	PD Opportunities for School Communities:	
Resources Summary	<p>RRDSB Online Modules:</p> <ul style="list-style-type: none"> • Bullying: Recognition and Response • Keeping Students Safe at School • Making Schools Safe and Inclusive for LGBTQ Students • Cyberbullying <p>Common Sense: Common Sense provides students with digital citizenship skills to participate fully in their communities and make smart choices online and in life. They support educators with lesson plans, EdTech reviews, family resources, and more.</p> <p>WITS Program (K – 3, 4 – 6): WITS programs bring together schools, families, and community members to help elementary school children learn strategies on how to promote kindness and effectively manage peer victimization such as discrimination and bullying. The program is literacy based, providing a common language to build responsive communities.</p> <p>PREVNet: PREVNet is a national program lead by Queen’s University, to educate students about bullying and dating violence, cyberbullying and healthy relationships.</p> <p>Roots of Empathy: Roots of Empathy is an evidence and empathy-based classroom program designed for children ages 5-13 aimed at reducing levels of aggression among school children by increasing empathy and fostering socio-emotional competencies. With this program, elementary school children are coached to recognize and connect with the vulnerability and humanity of a baby who visits their classroom throughout the school year with their parent(s), along with a trained Roots of Empathy Instructor using a specialized curriculum.</p> <p>Get Cyber Safe: Get Cyber Safe is a public awareness campaign created to inform Canadians about cyber security and the simple steps they can take to protect themselves online.</p>	<p>Media Smarts: Media Smarts is a resource for digital and media literacy that offers lesson plans and tip sheets for educators.</p> <p>Dare to Care: Dare to Care, a Canadian program, is a comprehensive and practical bully prevention program that enables schools to virtually educate students (K to 9) and parents through online learning/education modules.</p> <p>Seven Grandfather Teachings: https://www.7generations.org/seven-grandfather-teachings/</p>