



**SAFE, ACCEPTING AND INCLUSIVE SCHOOLS:
Bullying Prevention and Intervention**

Administrative Procedure #: APE021

The Northeastern Catholic District School Board (NCDSB) believes that all people are created in the image and likeness of God and that every person has the right to be treated with dignity, respect and fairness. The Board recognizes that a positive school climate exists when all members of the school community feel safe, included and accepted and actively promote positive behaviours and interactions. The NCDSB is committed to building and sustaining safe Catholic school communities where all members and stakeholders share the responsibility of eliminating violence, bullying and discrimination in accordance with our Catholic faith and gospel values. The NCDSB and all its employees agree that bullying will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances where engaging in bullying will have a negative impact on school climate.

The NCDSB believes that a safe, accepting, and inclusive learning environment enables students to reach their full academic and spiritual potential.

REFERENCES

NCDSB Policy E-34:	Safe, Inclusive, and Accepting Schools
NCDSB Procedures:	Code of Conduct; Equity & Inclusive Education: Student Discipline
Education Act:	Section XIII: Behaviour, Discipline and Safety
Policy Program Memorandum 144:	Bullying Prevention and Intervention

DEFINITIONS

Bullying

Means aggressive and typically repeated behaviour by a pupil where,

- (a) The behaviour is intended by the pupil to have the effect of, or the pupil ought to know that the behaviour would be likely to have the effect of (i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or
- (b) The behaviour occurs in a context where there is a real or perceived power imbalance between the pupil and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education.

For the purposes of the definition of "bullying", behaviour includes the use of any physical, verbal, electronic, written or other means.

Cyber Bullying

For the purposes of the definition of "bullying", cyber-bullying includes bullying by electronic means including,

- (a) Creating a web page or a blog in which the creator assumes the identity of another person;
- (b) Impersonating another person as the author of content or messages posted on the internet; and
- (c) Communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.

School Climate

The environment and relationships found within a school and school community.

PROCEDURES

- 1.0 Establish a bullying and intervention plan for the schools of the board in consultant with students, staff, parents/guardians, Catholic School Councils and other related committees of the board.
- 2.0 Develop and sustain effective communication strategies that rise awareness and understanding of expectations for appropriate student behaviour.
- 3.0 The NCDSB will provide regular professional learning opportunities to educate teachers and other staff about bullying prevention strategies and strategies for promoting a positive school climate.
- 4.0 Encourage and support the use of programs, interventions, and other supports for students that promote a focus on developing skills for healthy relationships.
- 5.0 Principals will develop and implement a disclosure process whereby students are able to disclose an incident of bullying to the Principal or any caring adult within the school community.
- 6.0 Principals must act in accordance with the provisions of the Education Act relating to notification of the parents of students who have been harmed as a result of a serious student incident as well as the notification to the parents of students who have engaged in serious student incidents.
- 7.0 The NCDSB and its schools will actively observe Bullying Awareness and Prevention Week beginning on the third Sunday in November of each year.

- 8.0 All employees of the board must take seriously all allegations of bullying behaviour and act in a timely, sensitive, and supportive manner when responding to students who disclose or report bullying incidents.
- 9.0 Principals of the NCDSB must act in accordance with the provisions of the Education Act Section 300.2 of Part XIII (Behaviour, Discipline and Safety) as related to the investigation and follow up of the "Safe Schools Incident Reporting Form".
- 10.0 In circumstances where board employees have reason to believe that a student may be in need of protection, board employees must call a Children's Aid Society according to the requirements of the Child and Family Services Act.

Director of Education:

Glenn Sheculski

Date: