

Code I: Students

POLICY TITLE AND CODE
ANTI-BULLYING POLICY IDD

STATEMENT OF POLICY

Greater Saskatoon Catholic Schools will not tolerate bullying behaviour. Guided by Gospel values, the behaviour will be dealt with in a serious and timely manner.

RATIONALE

Greater Saskatoon Catholic Schools believe all students have the right to a safe, caring, and respectful school environment, free from bullying behaviour.

AUTHORITY

- *The Education Act*, Section 150, 151
- Division Code of Conduct

DEFINITION OF BULLYING

A student is bullied when he or she is repeatedly exposed to negative actions on the part of one or more students causing emotional, psychological, and/or physical harm. These negative actions are intentional and hurtful. Bullying can be verbal, physical, **electronic**, relational, and reactive. Bullying involves an imbalance of power, creates fear, and is not gender specific.

GUIDELINES

1. Roles and Responsibilities

In addition to the expectations outlined in the Division Code of Conduct:

1.1 Students are expected to:

- Promote a positive and caring environment
- Refuse to bully others or to be a bystander to acts of bullying
- Actively participate in school-wide and classroom anti-bullying initiatives and social skills programs
- Report all acts of bullying they may experience or observe to appropriate school personnel

1.2 Greater Saskatoon Catholic Schools Staff are expected to:

- Provide a supportive environment that upholds Gospel values and encourages positive relationships between students, staff, and parents/guardians
- Address bullying behaviour in an age appropriate manner
- Implement a comprehensive anti-bullying strategy comprised of: anti-bullying prevention programs, investigation of reports of bullying, intervention and follow-up
- Keep lines of communication open between home and school
- Encourage and teach students to report incidents of bullying behaviour
- Conduct themselves in a manner consistent with Gospel values and the teachings of Jesus Christ

1.3 Parents, Guardians, Parish, and Community Members are expected to:

- Contribute to a safe, caring and respectful school community
- Learn about bullying behaviour and related issues
- Inform the school if bullying is suspected
- Work with the school to resolve identified incidents of bullying

PROCEDURES

1. Prevention

- 1.1 Prevention of bullying behaviour is the ultimate goal. Prevention strategies are ongoing and should include: a broad-range of educational experiences for students, staff, parents/guardians, and community; common language and understanding of bullying; open communication and collaboration.

2. Investigation of Reported Bullying Behaviour

- 2.1 The safety and well-being of all students involved shall be of primary concern. The student(s) allegedly engaging in bullying behaviour shall be separated, given the opportunity to speak, and dealt with individually.
- 2.2 Information related to bullying behaviours shall be gathered and documented from all students involved, including any witnesses.
- 2.3 A *Bullying Incident Report* may be completed.

3. Actions if Bullying Behaviour is Evident:

- 3.1 Actions to address incidents of bullying behaviour shall take into account:
- a) the developmental and maturity levels of the students involved;
 - b) the levels of harm that have occurred;
 - c) the surrounding circumstances and the context in which the incidents occurred;
 - d) the nature of behaviours in the past related to similar incidents or continuing patterns of behaviour; and
 - e) the relationships among the parties involved.
- 3.2 All those involved will be informed individually that there will be follow-up of the incident. The behaviour of each student involved (regardless of role) is to be monitored to determine further actions.

- 3.3 The in-school administration or the classroom teacher(s) shall determine whether it is appropriate to contact the parents/guardians of the students involved in the incident.
- 3.4 The in-school administration may request assistance from Student Services personnel, the Police Resource Officer, or other appropriate resources.
- 3.5 Intentionally and falsely accusing another student of bullying behaviour shall be considered bullying behaviour and dealt with as such.
- 3.6 In the event that efforts expended by the staff with the students involved are unsuccessful and further bullying behaviours are found to occur, the formal procedures detailed below shall be followed:
 - 3.6.1 In cases where it is determined that bullying behaviour has occurred and is a part of a continuing pattern, in-school administration or designate shall complete a *Bullying Incident Report*.
 - 3.6.2 The in-school administration shall contact the parents/guardians of each student involved and invite them to participate in meetings to discuss their child's involvement in the incident(s). In most instances separate meetings shall be arranged for the parents/guardians of each student involved.
 - 3.6.3 A written record shall be kept of the plan of action and strategies to be undertaken by the school, parents/guardians, and students involved. Such records shall be kept in a confidential file by the principal or designate and reviewed annually.
 - 3.6.4 If the plan involves suspensions or expulsions the division procedures shall be followed.

4. Policy Communication:

- 4.1 The in-school administration shall review this policy at the beginning of each school year with all staff members.
- 4.2 The in-school administration shall review this policy at the beginning of each school year with parents/guardians.

In keeping with the teachings of Christ, Greater Saskatoon Catholic Schools will strive to create a safe, caring and supportive school environment, free of bullying for all members of the school community.

**Blessed are the peacemakers;
for they shall be called children of God.**

Matthew 5:9

REFERENCES

Statement of Educational Commitment of Greater Saskatoon Catholic Schools:

- To welcome each student
- To foster good human relationships
- To provide an identifiable Catholic environment

- To be attentive to the specific needs of each student
- To respect the dignity of each student and to acknowledge the right to education
- To make the school a place of evangelization and pastoral action
- To practise stewardship with respect for all of God's creation
- To promote peace through equity, just laws, respect for Canada and global interdependence
- To enable students to integrate faith; morality and culture in their lives.

FORMS

Bullying Incident Report Form

DATE APPROVED

October 3, 2005