

Lakehead District School Board Bullying Prevention and Intervention Plan

Policy: It is the policy of Lakehead District School Board that every student has the right to be treated with dignity and respect and to feel safe within the school environment. *Bullying adversely affects a student's well-being and ability to learn. Bullying adversely affects the school climate, including healthy relationships. Bullying will not be accepted on Lakehead District School Board property, at school-related activities, on school buses, or in any other circumstance (e.g. online) where engaging in bullying will have a negative impact on the school climate.* At Lakehead District School Board, we believe that it is everyone's responsibility to stop bullying within the school community.

Lakehead District School Board is committed to working with our community to establish the Bullying Prevention and Intervention Plan. The views of the following stakeholders were solicited for the development of this plan: students, teachers, principals, support staff, volunteers working in the schools, parents and guardians, school councils and the public.

Definition of Bullying:

According to the Education Act, subsection 1(1), "Bullying" means aggressive and typically repeated behaviour by a student where,

- a) the behaviour is intended by the student to have the effect of, or the pupil ought to know that the behaviour would likely 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
 - ii. creating a negative environment at a school for another individual, and
- 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;

Bullying

For the purposes of the definition of "bullying" in subsection (1) of the Education Act, *behaviour* includes the use of any physical, verbal, electronic, written or other means.

Cyber-bullying

For the purposes of the definition of "bullying" in subsection (1) of the Education Act, bullying includes bullying by electronic means (commonly known as cyber-bullying), including,

- a) creating a webpage 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.

Aggressive behaviour may be intentional or unintentional, direct or indirect. It can take many forms, including physical, verbal and social. If aggressive behaviour is physical, it may include hitting, pushing, slapping, and tripping. If it is verbal, it may include name calling, mocking, insults, threats, and sexist, racist, homophobic, or transphobic comments. If it is social, or relational aggression, it is more subtle and may involve such behaviours as gossiping, spreading rumours, excluding others from a group, humiliating others with public gestures or graffiti, and shunning or ignoring. Social aggression may also

**Lakehead District School Board
Bullying Prevention and Intervention Plan**

occur through the use of technology (e.g. spreading rumours, images, or hurtful comments through the use of email, cell phones, text messaging, websites, social networking, or other technology).

Harm means harm that can be experienced in a number of ways, including physical, mental, emotional, and psychological.

At Lakehead District School Board we are committed to raising awareness about bullying by:

- promoting and participating in anti-bullying events;
- providing funding to help schools raise awareness;
- celebrating diversity and promoting equity in our schools and in our community; and
- posting about bullying on our social media platforms.

At Lakehead District School Board we are committed to providing programs, interventions and other supports for students who have been bullied, students who have witnessed incidents of bullying, and students who have engaged in bullying.

For students and families:

- promote positive student behaviour that adheres to the Board Code of Conduct;
- provide a safe way for students to report bullying - anonymous reporting on the Board's Website
- for students with special education needs, ensure that supports, interventions and programs are consistent with the students' strengths and needs;
- provide supports for students who have been harmed;
- use progressive discipline with students that focuses on rehabilitation; and
- ensure sensitive, appropriate, and timely responses to incidents of bullying.

For staff:

- provide training and resources for staff on bullying prevention and intervention;
- provide training for staff about their responsibility to report incidents of bullying under PPM 145; and
- ensure accessibility of reporting forms under PPM 145.

For community partners:

- develop and maintain relationships with community partners that support positive student behaviour and a positive school climate.