



Bullying Prevention and Intervention Action Plan

School:	Georgetown District High School
Date:	Nov. 2010; Revised Jan. 2011; Revised Sept. 2011

Statement of Purpose:

To reduce the number of bullying incidents so that all students feel a “sense of belonging” and confidence in an inclusive and welcoming school community. Everyone has the right to be treated with respect and dignity and bullying will not be tolerated within the school community

Definition of Bullying:

Bullying is typically a form of repeated, persistent and aggressive behaviours directed at an individual(s) intended to cause (or should be known to cause) fear and distress and/or harm to another person's body, feelings, self-esteem or reputation. Bullying occurs in a context where there is a real or perceived power imbalance.

Examples of Bullying:

The following have been identified by students on a school-wide survey (Tell Them From Me survey):

- Verbal Bullying (30%), Social/emotional Bullying (25%), Cyber-Bullying (13%) and Physical Bullying (10%)
- Bullying is reported to happen most in the hallways (23%)
- 19% of students say bullying is prevalent at GDHS

Note: an increase in cyber-bullying continues to be noticed and is a focus of concern

Safe School Action Team:

- Vice Principal – Andrea Garner
- Teaching Staff – Jeanette Frank, Rob Garcia, Kyle O’Neil, Dinah Tin
- Social Worker – Elaine Ferguson
- Parent Council Rep. – Sylvia Davies
- Student Exec. Rep. – Scott Ramsay
- Public Health Nurse – Tanya Melykutiy
- Liaison Officer – Constable Rob Del Villar

School Monitoring and Review Process:

- Review of the Bullying Incident Binder in Sept 2011 to compare annual incidents.
- Review of the Bill 157 Binder to track incidents of inappropriate behaviour
- Review of the 2011 Tell them From Me survey data
 - 88% responded positively to ‘I feel safe at school’
 - 70% responded positively to ‘I feel like I belong’
- Start up specific focus groups (grade/program) to further analyze student responses

Training Strategies for Members of the School Community:

- SSAT Training/Meetings – last Friday of every month during period 3
- LINK CREW Training - Sept. 2011 and follow up meetings for bullying reduction, student involvement in school and in-class learning sessions
- Staff Meeting activities:
 - Semester 1 – Bullying Data Feedback, Developmental Assets & Addressing Hallway Behaviours, Student Testimonials of Positive Adults, Caring Adults & “Do You Know Me?” grade 10 study
 - Semester 2 – Developmental Assets Part 2, Positive Learning Environments

Parent Community Communication and Outreach Strategies:

- Parent Engagement Evenings in GDHS Cafeteria/Theatre through Parent Council with a focus on "sense of belonging", mental health, and school safety/bullying:
 - Nov 23rd, 2011 – Opiate Awareness
 - Feb. 15th, 2012 – Facebook 101
- Linking North Halton Information Night – Nov. 29th, 2011
- Sharing of Bullying Prevention Pamphlet
- Sharing of GDHS Building Partnership package with parents & students

Bullying Prevention and Awareness Raising Strategies:

School Bullying Prevention Goals:

Specific focus will be on improving the current student responses on the *Tell Them From Me* survey

- Increase “I Feel Safe at School” student response to 90% from 88%
- Increase “I Feel Like I Belong” student response to 75% from 70%
- Increase “School is Addressing Bullying” by 5%
- Decrease response to hallway bullying by 5%
- Increase positive relations between students and adults by 5%

Bullying Prevention, Education and Activities:

- Interactive Student Drama Workshops using Social Action Theatre techniques:
 - Semester 1 – Gr. 10s work with Sr. Drama Students on dealing with Peer Pressure
 - Semester 2 – Gr. 9s work with Sr. Drama Students on dealing with Bullying
- Bullying Prevention Week Initiatives:
 - Daily Announcements, Hurt Shirt Campaign, Social Justice Assemblies, Anti-Bullying Poster Awareness
- Guest Speaker Assemblies
- Link Crew Connections with Grade 9 students – school involvement and anti-bullying activities
- Peer to Peer Sessions – Sr. students working with the Social Worker, Public Health Nurse and Gr. 10 PE students on the dangers of drug use & negative relationships

- Grade/Program specific Focus Groups to discuss positive school culture and eventual data analysis of student feedback
- Participation in the *Give Respect ~ Get Respect School Challenge* presented by the Halton Regional Police Service – spring 2012

Bullying Prevention Responsibilities:

Staff:

- Encourage students to report incidents of bullying
- Complete incident reports and inform administration (Bill 157 or Bullying Binder)
- Administration to investigate and inform parents
- Encourage positive relationships among students

Students:

- Talk to someone who can help address bullying, like a parent, teacher or coach
- Understand you may not like everyone around you but you must treat them with respect and kindness
- Some children/youth join in on bullying because their friends are doing it – try to resist

Parents:

- Encourage your child to adhere to their responsibilities
- Encourage your child to practice tolerance and empathy
- Contact the administration to address bullying concerns

Intervention and Support Strategies:

- Acknowledge the incident/affirm (all staff who comes to know about an incident via a student or parent).
- Gather information/Ask Question (all staff who comes to know about an incident via a student or parent).
- Assess Safety/Make a Plan (including protection of victim) - All staff in consultation with Student Services, Admin, and parents.
- Act & Follow Up - All staff in consultation with Student Services, Admin, parents.

Responding to and Reporting Incidents of Bullying:

Refer to HDSB Bullying Prevention and Intervention Resource Guide, 2010 and Behaviour. Discipline and School Safety Policy 2010.