



GRAND RIVER COLLEGIATE INSTITUTE

*“We believe in human dignity,
commitment to learning and education for life.”*

175 Indian Road
Kitchener, ON N2B 2S7
(519) 576-5100
Web site: grc.wrdsb.on.ca

Bullying Prevention and Intervention Plan

Grand River Collegiate (hereafter referred to as the “school”) recognizes that a whole school approach to engaging the school community will help the school’s efforts to create a safe, caring, inclusive and accepting school climate, and to address inappropriate behaviour. We believe that a safe, caring, inclusive and accepting school climate is essential for student well-being and student achievement.

To this end, the School will utilize the following Ministry of Education definition of bullying in communications with the school community:

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
 - 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; (“intimidation”)

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, “bullying” includes bullying by electronic means (commonly known as cyber-bullying), 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.

Bullying Prevention Strategies: (choose what fits your school)

1. Communicate School and Board Policies:
 - [GRCI Code of Conduct](#);
 - [WRDSB Code of Conduct Policy 6001](#);
 - [Equity and Inclusion Policy 1008](#);
 - [Student Discipline Policy 6008](#);
 - [Bullying Prevention and Intervention Policy 6009](#);
 - [Faith and Religious Accommodation Procedure AP1230](#);
 - [Student Discipline Procedure AP1260](#); and
 - [Student Bullying Prevention and Intervention Procedure AP1200](#).
 - [Code of Digital Conduct](#)
 - [WRDSB Acceptable Use Policy AP4070](#)



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2. Offer activities and clubs that promote positive school climate
 - LGBTQ or GSA Club
 - WAYVE
 - Me to We
 - Safe Caring and Inclusive School
3. Create a **Safe, Caring, and Inclusive School Team (SCIS)** comprised of school administration, teachers, students, school support workers, parent(s), and a community representative. The SCIS team uses data, student voice, and teacher voice to identify one aspect of school climate our school will focus on to improve over the course of the year. The SCIS team evaluates the school climate data from students, parents, and staff. After the evaluation of the school data, the SCIS team and other school stakeholders develop a positive school climate strategy that has a pre-evaluation phase, an action phase, and a post-evaluation phase.
4. Promote and engage students in activities during November Bullying Prevention Week.
5. Promote relationship building and community building programs that are present in the school, classroom and in the larger community.
 - Role-modeling by caring adults and student leaders within the School and school community.
 - Ways to link to curriculum and daily learning.
6. Engage parents in early and ongoing dialogue.

The school will endeavor to increase education, awareness and outreach by using the following best practices:

- Annual review of the School and Board Codes of Conduct, Policies and Procedures with students, staff and parents/guardians/caregivers, through:
- Assemblies, classroom review, publishing Code of Conduct in planners, on School website, providing links from school website to Board website;
- Staff meeting presentations;
- Sharing this information with Parent Council and Safe Caring Inclusive School Team;
- Providing this information at Parent Nights.

The school has identified the following strategies to engage parents in conversations about bullying prevention and how to promote a positive school climate:

- Parent/Guardian/Caregiver – Teacher Conferences;
- School Council;



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- Safe Caring Inclusive School Team;
- School newsletters and/or other communication with home;
- School Websites with direct posts or links to Board website, community agencies, organizations, etc.; and
- Invitation of community agencies and supports.

EVALUATION OF BULLYING PREVENTION STRATEGY

The School recognizes that effective anti-bullying strategies must be evidence-based.

1. The School will base its bullying interventions, strategies, practices and programs on evidence from the school's annual climate surveys and other relevant information. The school will take the following steps to assess anti-bullying initiatives and strategies:
 - Evaluate the evidence to determine the main areas of concern, and identify issues in the physical environment, determine current procedures, and assess the strategies in place based on results of the school climate surveys and other relevant information.
 - Identify children and youth involved in bullying (including the bully, the person being bullied and those who may be witnessed or been affected by the bullying).
 - Review and update the School's strategies as a result of gathering new information and share with the school community.
2. The School's Bullying Prevention and Intervention Plan will follow the Plan, Act, Access, and Refine Model on an annual basis in the service of continued improvement.
3. The school will consider the following points when developing and /or revising the Bullying Prevention Strategy:
 - The School's main issues of concern raised by students, staff and parents/guardians/caregivers in the annual school climate survey and any other relevant information.
 - The School's concerns raised in respect of the physical environment.
 - The School's current processes for response, reporting, support and follow-up on issues.
 - Based on the school climate survey results and other relevant information, what areas have shown success and improvement?
 - Based on the school climate survey results and other relevant information, what areas require improvement?
 - Based on the above, what action plan should the School implement to address the areas of concern?



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- The School will reassess the results of subsequent school climate surveys to verify the efficacy of the anti-bullying initiatives implemented. The post-evaluation phase gathers evidence to test the efficacy of the prevention, responses, inventions or supports provided in order for changes to be made, where necessary.
4. The School will also:
- Provide opportunities for regular check-ins with students at-risk or affected by bullying;
 - Provide opportunities for teachers to develop effective classroom management strategies using progressive discipline;
 - Establish and maintain respectful and caring classrooms; and
 - Align supervision plan to address where and when bullying happens, as identified through climate surveys.
5. The School recognizes the importance of using timely interventions and supports with a school-wide approach. To this end, the School will:
- Use teachable moments within a progressive discipline approach to address inappropriate behaviour, and consider mitigating and other factors;
 - Have in place processes and strategies to identify and respond to bullying when it happens;
 - Identify strategies for supporting all students involved in bullying;
 - Communicate the progressive discipline approach to the school community and the procedures in place to support the student.
6. The School supports the use of the use of evidence-informed interventions and support strategies in a timely manner and using a whole school approach.