

# Toronto District School Board

Operational Procedure PR703

Title: **BULLYING PREVENTION AND INTERVENTION**

Adopted: May 7, 2013

Revised:

Reviewed:

Authorization: Administrative Council

## 1.0 OBJECTIVE

To establish a framework to enable, support and maintain a positive school climate.

## 2.0 RESPONSIBILITY

Associate Director

## 3.0 DEFINITIONS

*Bullying (including cyber-bullying* - aggressive and typically repeated behaviour (physical, verbal, electronic, written or other means) 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")

(Education Act)

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

*Cyber-bullying* - 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.

(Education Act)

*Bullying prevention* - a whole-school approach that heightens expectations for a safe, caring and inclusive school climate. It includes a shared understanding about the nature and underlying causes of bullying and its effects on the lives of individual students and the school community.

*Bullying intervention* - a comprehensive and effective response to the bullying incident that takes into consideration all parties involved in the bullying incident. It should provide specific supports for the student who has been bullied, intervention for the student who was bullying, and strategies for responding to students who were directly observing the bullying incident.

## **4.0 PROCEDURES**

### **4.1. Principles**

The Board recognizes the following principles:

- (a) bullying adversely affects a student's ability to learn;
- (b) bullying adversely affects healthy relationships and the school climate;
- (c) bullying adversely affects a school's ability to educate its students;
- (d) bullying will not be tolerated by any members of our schools and school communities;
- (e) bullying prevention will be promoted by all members our schools and school communities.

### **4.2. Practices**

Schools shall ensure that:

- (a) bullying shall 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 the school climate;
- (b) policies and procedures on bullying prevention and intervention, and the definition of *bullying* shall be communicated to students, parents, teachers and other school staff, school councils, volunteers and school bus operators/drivers;

- (c) supports shall be provided for students who have been bullied, students who have bullied others, and students who have been affected by observing bullying;
- (d) the school has a Caring and Caring and Safe Schools Team, composed of at least one student (where appropriate), one parent, one teacher, one support staff, one community partner, the school positive space rep, the school equity rep and the principal. An existing school committee can assume this role;
- (e) the school develops and implements a school-wide bullying prevention, awareness and intervention plan as part of the School Improvement Plan. Components of the plan will include the following:
  - (i) the definition of bullying, cyber bullying, cyber harassment, cyber defamation, cyber stalking;
  - (ii) prevention strategies;
  - (iii) intervention strategies;
  - (iv) training strategies for members of the school community;
  - (v) communication and outreach strategies;
  - (vi) monitoring and review processes
  - (vii) role of staff;
- (f) the awareness of equity and inclusivity, gender based violence prevention (e.g. positive spaces in schools), and mitigating and other factors on bullying prevention and intervention exists;
- (g) teaching strategies support a school-wide focus on developing healthy relationships by including bullying prevention and intervention in classroom teaching;
- (h) a comprehensive intervention strategy that addresses incidents of bullying, including appropriate and timely responses is developed;
- (i) students are able to report bullying incidents safely and in a way that will minimize the possibility of reprisal i.e. anonymously;
- (j) review processes (e.g. Critical Path for creating a Positive School Climate) are established to determine the effectiveness of the School Improvement Plan on bullying prevention and intervention.

## **5.0 SPECIFIC DIRECTIVES**

n/a

## **6.0 REFERENCE DOCUMENTS**

### Policies

P011: Community Use of Board Facilities (Permits)

P031: Human Rights

P037: Equity Foundation

P051: Caring and Safe Schools Policy

P071: Gender-Based Violence

Operational Procedures

PR540: Non-Discretionary and Discretionary Student Transfers

PR585: Board Code of Conduct

PR586: Programs for Students on Long-term Suspensions and Expulsions

PR608: Sexual Misconduct by Students

PR697: Promoting a Positive School Climate

PR698: Police-School Board Protocol

PR702: Progressive Discipline and Promoting Positive Student Behaviour

Other Documents

*Education Act*, R.S.O 1990, Chapter E.2 as amended (particularly Part XIII)

O.Reg 472/07, Suspension and Expulsion of Pupils

O.Reg 612/00, School Councils

Ministry of Education Policy/Program Memoranda

PPM 120: Reporting Violent Incidents to the Ministry of Education

PPM 128: The Provincial Code of Conduct and School Board Code of Conduct

PPM 141: School Board Programs for Students on Long-Term Suspension

PPM 142: School Board Programs for Expelled Students

PPM 144: Bullying Prevention and Intervention

PPM 145: Progressive Discipline and Promoting Positive Student Behaviour