



Commission scolaire English-Montréal  
English Montreal School Board

# SAFE SCHOOL ACTION PLAN

2022-2023

FACE SCHOOL

Name of School

December 8, 2022

Date of Action Plan Revision

2023-02-06

Date of Governing Board Approval

*M. Janet*

Signature of principal

*[Signature]*

Signature of governing board chair



### **Quebec Education Act (QEA)**

**Bullying:** Any repeated direct or indirect behavior, comment, act, or gesture, including in cyberspace, whether deliberate or not, which occurs in a context where there is a power imbalance between the persons concerned and which causes distress and injures, hurts, oppresses, intimidates, or ostracizes.

**Violence:** Any intentional demonstration of verbal, written, physical, psychological, or sexual force which causes distress and injures, hurts, or oppresses a person by attacking their psychological or physical integrity or well-being, their rights, or their property.

### **EMSB Safe Physical and Cyber Environment Policy (2013)**

*The English Montreal School Board (EMSB) believes that every member of its community has the right to learn and work in a safe physical and cyber environment. The EMSB advocates a strong safety and prevention focus which includes student education and support, as well as professional development as per the Quebec Education Program (Q.E.P.) and the EMSB's Strategic Plan.*

### **Safe School Action Plan**

This plan outlines our measures for preventing and responding to acts of bullying and violence in accordance with the EMSB Safe Physical and Cyber Environment Policy and the Quebec Education Act (QEA).

*Our school is committed to providing our students with a safe and caring learning environment. We encourage all members of our school community to act with respect and kindness towards others. Our school expects students, parents/guardians and others who witness or learn about an act of violence or bullying involving a student to report it promptly to the school team. Our school administration will take the necessary steps in investigating reports and ensuring safety for those concerned.*

**Safe School Team**

Our Safe School team is working to ensure safety and maintain a positive school environment. Every year, members of our team review and update our Safe School Action Plan. Our Safe School Team members are:

<b>Name</b>	<b>Function</b>
Jennifer Harriet	Principal
Jennifer Furtado	Vice-principal (if applicable)
Sima Youssef	School Climate Consultant
Chantalle Branch	Special Ed. Technician
Nancy Allilovic	Special Ed. Technician
Al Finlayson	High School Teacher

## School Climate

Assessing the school climate helps us understand how safe students feel in their learning environment. It allows us to reflect on what improvements we can make and how we can build interpersonal relationships, engage students socially, and foster emotional and physical safety. Our school collects data related to school climate, primarily, by using **The OursCHOOL Student Survey**. Students complete the survey on a voluntary basis.

**Other sources that our school uses to collect data are:**

<input checked="" type="checkbox"/>	Review and analysis of data related to bullying/violence at the school level (i.e., incident reports)
<input checked="" type="checkbox"/>	Anonymous reporting
<input type="checkbox"/>	Reports from the transportation (i.e., bus) and/or daycare staff
<input checked="" type="checkbox"/>	Analysis of last year's Safe School Action Plan
<input type="checkbox"/>	In-house surveys for parents, staff, and community partners
<input type="checkbox"/>	The school's Educational Project
<input checked="" type="checkbox"/>	Other: Feedback from parents
<input checked="" type="checkbox"/>	Other: Social groups

\*\* Note: This plan is based on data provided in the OursCHOOL Student Survey and other internal data collection methods. The school reserves the right to alter the plan seen below, at any point during the academic year, to reflect its changing priorities and needs more accurately.

**SAFE SCHOOL ACTION PLAN FOR THE YEAR 2022-2023**

Based on our data analysis, we have established the following overall priorities for the coming school year:

<b>Recommended Interventions</b>			
<b>Priority</b>			
To promote respectful and healthy relationships between peers	In-school activities initiated by school staff	Workshops and/or presentations by community partners and/or school staff	Whole school programs and/or lesson plans
Hold bimonthly meetings to discuss students at-risk or who require additional support	MDT meetings		
To promote positive mental health		Partnership with Pilot Project with DRSP	
To reflect on the environmental design of the schoolyard to monitor the climate on the schoolyard for elementary students			Kind Kids and Solutions Program from K to Grade 3

## Violence Prevention

As part of our efforts to increase protective factors and educate our staff, students, and the wider community on issues related to bullying and violence, our school will:

<b>Recommended Interventions</b>			
<b>Priority</b>			
To teach conflict resolution skills	In-class	Workshops and/or presentations by community partners and/or school staff	Whole school programs and/or lesson plans
To develop small social groups to target emotional well-being	Groups at lunch animated and monitored by support staff		Kind Kids and Solutions from K- Grade 3
To increase awareness on mental health and help students with harm reduction		Partnership with Pilot Project with DRSP	
Increase sense of belonging for students through extra-curricular activities	Various activities offered by the Arts and Sports department		
Highlight Pink T-Shirt Day			Mark the day at school, encourage everyone to participate.

## **Equity, Diversity, and Inclusion**

Our school is committed to addressing various forms of violence and bullying, including harassing behaviours that target perceived aspects of a person's identity (i.e., body size, exceptionality, sexual orientation, gender and gender expression, skin colour, ethnicity, religion, language, culture, socio-economic class). We are committed to fostering an inclusive school environment by:

<b>Recommended Interventions</b>			
<b>Priority</b>	<b>In-school activities initiated by school staff</b>	<b>Workshops and/or presentations by community partners and/or school staff</b>	<b>Whole school programs and/or lesson plans</b>
Promoting our gender neutral bathroom with our student council			
Purchasing new literature and books that promote diversity for classrooms and in the library			
Offer workshops in class given by Spiritual Animator on various topics			

## Collaborating with Families

Families are instrumental in helping schools prevent, detect, and resolve incidents of bullying and violence. We will use various means such as, organized events, distribution of information sheets, newsletters posted on the school website, presentations, and individual meetings to inform parents about bullying and the role they can play in support their child. Based on the priorities outlined for the academic year, our school will actively support and encourage families to:

### Recommended Interventions

Priority	In-school activities initiated by school staff	Workshops and/or presentations by community partners and/or school staff	Whole school programs and/or lesson plans
Recognize signs of distress in their child		Review menu of workshops provided by SSD (if provided)	
Understand the difference between conflict and bullying		Information session on Safe School Action Plan	
Workshops to parents on various topics of need		Workshops by community partners	



## Response Procedures

Our school is committed to ensure that professional and teaching staff receive ongoing training on how to respond appropriately when witnessing or being made aware of harmful behaviours. Claims of bullying and violence will be investigated according to guidelines established in our school. Emphasis will be on assuring safety, promoting accountability with consideration to mitigating factors, and repairing harm.

## Reporting Procedures

The protocol for reporting incidents of bullying and or violence will be described in the student agenda and school website. The protocol will explain that:

- *Students are provided with confidential, safe and age-appropriate ways to report an incident (e.g., by talking to a staff member, by submitting a note in a designated box, etc).*
- *Staff members complete a reporting form to alert the administration to investigate and follow up promptly after an incident has occurred.*
- *Parents/guardians can report to (their child's teacher, school administrator, behaviour technician) in person, with a direct phone call or by email.*

## Measures to Protect Confidentiality

Our school pledges to take steps to protect the confidentiality of **any** persons involved in a bullying or violent incident. Our staff and families will be reminded that they are to share information about an incident strictly on a need-to-know basis with consideration to the feelings and privacy of individuals. Reports will be kept confidential in a secure location.

The confidential means made available to victimized students, witnesses, and parents/guardians to report any violent or intimidating conduct are:

*(Examples: mailbox, Facebook page, voicemail, email address)*

Denunciations can be made online or dropped off at office 105

## **Supervisory & Support Measures**

Our school professionals and staff may take the following steps to support any student who has been involved in, targeted, or affected by bullying behaviors.

- *Consultation with guidance counselor and other appropriate school professionals.*
- *Meetings with parents/guardians to reinforce social skills building activities at home.*
- *Provide relevant educational activities for students.*

## **Incident Follow-Up Measures**

Our school will take necessary steps to protect students from harm or retaliation after an incident has occurred. The school will ensure a proper follow-up by:

- Documenting the investigation process, interventions and communications with parties involved.
- Inform all students concerned (victimized student, accused, witness) of the steps taken to stop the situation.
- Maintaining communication with families and students involved in the incident.
- Communicate relevant information to staff members regarding the safety of the student, while maintaining confidentiality.
- Verifying that support services are offered as required.
- Checking in with students to ensure well-being and to prevent escalation or retaliation.
- Providing educational services to the wider school population if the incident reflects a larger problem within the school.

## **Disciplinary Measures**

If after investigation, claims of bullying or violence are confirmed, the principal or designee will determine what disciplinary measures will be required. The school's disciplinary measures will be formative, fair (considering the nature, severity & frequency of act as well as any other mitigating factors) and respect legal requirements regarding the confidentiality of students. In line with the EMSB Safe Physical and Cyber Environment policy, police may be contacted when a criminal act or threat of a criminal act may be involved.

**For more information or inquiries, please contact:**

Jennifer Harriet ( Interim Principal)  
jharriet@emsb.q.ca  
514-350-8899 ext. 8010

### Resources Outside of the school

We encourage members of our school community to be informed on bullying and violence prevention by consulting the following:

<b>For Students:</b>	Kids Help Phone: 1-800-668-6868 <a href="http://www.needhelpnow.ca">www.needhelpnow.ca</a> <a href="http://www.cybertip.ca">www.cybertip.ca</a> <a href="http://www.prevnet.ca">www.prevnet.ca</a> <a href="http://www.mediasmarts.ca">www.mediasmarts.ca</a> <a href="http://www.protectchildren.ca/en/">www.protectchildren.ca/en/</a> <a href="http://www.education.gouv.qc.ca/en/current-initiatives/bullying-and-violence-in-the-schools/">www.education.gouv.qc.ca/en/current-initiatives/bullying-and-violence-in-the-schools/</a>
<b>For Parents/Guardians:</b>	