

JOHN GRANT HIGH SCHOOL

Secondary – Special Education

Number of students: 85

* Date of GB approval: June 17, 2021

* Date of Action Plan revision: April 2021

Principal's Signature: _____

Governing Board Chairperson's Signature: _____

Quebec Education Act

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, or their rights or 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.

Our Safe School Action Plan

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

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. Our school administration will take the necessary steps in investigating reports and ensuring safety for those concerned.

John Grant High School services students with a variety of intellectual disabilities and developmental challenges. As such, our students will sometimes exhibit inappropriate behaviour that is consistent with their diagnoses, but do not carry malicious intent. As a result of this circumstance, many instances of “inappropriate behaviours” are not true disciplinary issues, but rather opportunities to implement behaviour modification strategies. The mandate of our school is to service a clientele that is very vulnerable and sensitive. For this reason, students with severe behavioural issues do not fit our student profile and would be referred to another school.

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:

- *Jennifer LeHuquet - Principal*
- *Tonia James – Guidance Counselor*
- *Trini Mangas – School Nurse*
- *Judie Labissiere – School Social Worker*
- *TBD – Special Education Technicians*

School Climate

Assessing the school climate helps us understand how safe students feel in their learning environment and allows us to reflect on what improvements we can make to reduce the potential of bullying and violence. Our school collects data from the following sources:

- *Staff surveys and anecdotal reports from staff*
- *Discipline reports*
- *Parent Reports (phone, written messages)*

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

- To increase awareness on the safe and ethical use of social media by providing information sessions in the classroom and programs delivered through the SPVM and special education technicians.
- To help our students develop a greater sense of empathy towards others and improve their social skills through discussion groups led by a staff member.
- To sensitize the student population on the use and abuse of harmful substances and unhealthy habits through workshops.
- To sensitize students about their legal rights and responsibilities.
- To provide training for staff for safe and effective crisis prevention and intervention.

Prevention

As part of a wider effort to increase protective factors and educate on issues related to bullying and violence, our school will:

- *Continue to send home the code of conduct in printed format and display it as well on the school website.*
- *Adopt a solution-oriented disciplinary model (avoiding suspensions, involving consultants and/ or specialists).*
- *Expand the implementation of social skills programs and groups.*
- *Individualized interventions.*
- *Various awareness campaigns and workshops (social media, relationships, sex education, hazards of smoking, drug and alcohol use...)*

Collaborating with Families

Families are instrumental in helping schools prevent, detect and resolve incidents of bullying and violence. Through such means as organized events, distribution of information sheets, newsletters posted on the school website, presentations and individual meetings, our school will actively support and encourage families to:

- Recognize signs of distress in their child.
- Understand the difference between conflict and bullying.
- Report suspected acts of bullying or violence to the school administration.

SAFE SCHOOL ACTION PLAN FOR THE YEAR 2021-2022

- Reinforce pro-social behaviours in their child/youth.
- Collaborate with school staff in finding solutions if their child is involved in acts of bullying or violence.

Reporting Procedures

The protocol for reporting incidents of bullying and or violence will be described in the code of conduct 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 to the office, 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.*

Response Procedures

Our school is committed to ensure that professional and teaching staff members 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.

Measures to Protect Confidentiality

Our school pledges to take steps to protect the confidentiality of persons involved (victim, perpetrator, witness) 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.

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 professionals.*
- *Meetings with parents to reinforce social skills building activities at home.*
- *Provide relevant educational activities and social skills training for students.*
- *Ensure that all parties involved receive the appropriate services from community resources (CSSS, CRDI, CROM) when applicable.*

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 confidentiality.

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.

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.
- Maintaining communication with families and students involved in the incident.
- 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.

For more information or inquiries, please contact:

Jennifer LeHuquet – Principal

514-484-4161

Resources

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

- <https://kidshelpphone.ca/>
- <http://www.prevnet.ca>
- www.NeedHelpNow.ca