



LESTER B. PEARSON HIGH SCHOOL

Level of Instruction: Secondary 1 to Secondary 5

Number of Students: 1020

* Date of Governing Board Approval:

* Dates of Action Plan Revision:

Principal's Signature:

Governing Board Chairperson's Signature:

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, 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 (QEA).

Lester B. Pearson High School is committed to providing students with a safe and caring learning environment. All members of our school community must act with respect and kindness towards others. We expect all members of the Lester B. Pearson community to be vigilant in reporting incidences of bullying so they can be taken seriously.

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:

- *Lisa Triestino (Vice – Principal): Coordinator*
- *Gilda Alfiero (Teacher)*
- *Julia Contenta (Teacher)*
- *Melanie Moreau (Teacher)*
- *Paul Karpontinis (Teacher)*
- *Hannah Johnson (Guidance Counsellor)*
- *Michael Plescia (Guidance Counsellor)*
- *Miranda Di Zazzo (Co-President, Student Council)*
- *Lea Beauchamp (Co-President, Student Council)*

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:

- Our School Survey for selected student body
- Incident Reports
- Hear, See, Feel Survey
- Reports from LBP Guidance Counsellors & Support Staff Department

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

- *To increase students' sentiment of feeling safe who come forward about student and school safety.*
- *To increase the percentage of students who feel that school is a place where they can receive advice and support from staff*
- *To decrease the percentage of students who report victimization resulting from bullying.*

- *To decrease the anxiety rates reported by students*
- *To sensitize students about the nature of violence and impact of language in intimate relationships.*
- *To equip students with preventative measures and resources within the school and in the community.*

Prevention

In order to increase protective factors and educate on issues related to bullying and violence, our school will offer our students the following:

- *The Lester B. Pearson Student Council Anti-Bullying Committee*
- *The Lester B. Pearson Gender Sexuality Alliance (GSA) Committee*
- *Student Focus Groups*
- *Random Act of Kindness Squad*
- *Awareness Campaigns*
- *Sensitization Activities*
- *Sexual Education Program*
- *Sexuality Education Seminars*
- *Youth Addiction Counsellor*
- *Digital Citizenship*

- *Safe Spaces (Student Café, Games Room, Zen Zone, GSA, Student Council Room, Sacred Space, Brain Break Room, Universal Washroom)*
- *Perseverance Week Activities*
- *Anxiety Workshop for Secondary 1*
- *Mental Health Awareness Week of workshops and activities*
- *Secondary 1 Orientation Day assembly to foster a sense of community*
- *Consultation with socio- communautaire agent and STM inspectors*

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, parent workshops and individual meetings, our school will actively support and encourage families to:

- *Be active partners in the process of identifying bullying and in the resolution process.*
- *Collaborate with school staff in finding solutions if their child is involved in acts of bullying or violence.*

Response Procedures

Our school, in collaboration with the school board, 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. Reports 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 procedure for reporting incidents of bullying and / or violence is as follows:

- *Students are provided with confidential, safe, and age-appropriate ways to report an incident (e.g. by talking to a staff member such as teachers, guidance counsellor, social worker, & administrator or completing an incident report found at the main office).*
- *Staff members complete a student incident report form to alert the administration with regards to any potential situation of bullying and /or violence.*
- *Parents/guardians can report to their child's teacher, school administrator, support staff or professional school staff in person, through phone call or by email.*

- *Community groups are to report to the school administration and may be called upon to be involved in the resolution process of acts of bullying and / or violence.*
- *Socio-Community Agents / Police are to report to the school administration and may be called upon to be involved in the resolution process of acts of bullying and / or violence.*

Measures to Protect Confidentiality

Our school pledges to take steps to protect the confidentiality of all persons involved in and affected by 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.

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 counsellors, social worker, nurse, spiritual animator, support staff, student supervisor, teachers and administrators.*
- *Consultation with our local socio-community agent and social service agencies if need be.*
- *Consultation with the Department of Youth Protection, if needed.*
- *Mediation and conflict resolution sessions with guidance counsellor, support staff or administration.*

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.

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.*
- *Referral to appropriate internal professional services such as guidance, social work, or nursing.*
- *Verifying that psychosocial support services are offered as required.*
- *Follow-up with students will be offered by support staff to ensure well-being and to prevent escalation or retaliation.*
- *Contracts of Respect and mediation between the parties if deemed necessary by school administration*
- *Collaboration with the Youth Leadership Centre when required (i.e Alternative to Suspension Program, tutoring, etc).*
- *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:

Lisa Triestino (Vice-Principal) at: ltriestino@emsb.qc.ca or

(514) 328-4442

H. Johnson (Guidance Counsellor) at: hjohnson@emsb.qc.ca or

(514) 328-4442 Ext.:4661

M. Plescia (Guidance Counsellor) at: mplescia@emsb.qc.ca or

(514) 328-4442 EXT.: 4662

Resources

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

- <http://www.prevnet.ca/>
- <http://www.education.gouv.qc.ca/en/current-initiatives/bullying-and-violence-in-the-schools/>
- www.NeedHelpNow.ca
- www.kidshelpphone.ca
- www.spvm.qc.ca/en/Jeunesse
- www.teljeunes.com/Home