

Our Lady of Pompei Elementary School

Effective: July 1, 2021

Lisa Ancona

Principal's Signature

Cynthia Di Bacco

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.

SAFE SCHOOL ACTION PLAN FOR THE YEAR 2021-2022

School Climate

Assessing the school climate helps us understand how safe students feel in their learning environment and allows us to reflect on the improvements we can make to reduce the potential of bullying and violence.

Our school collects data from the following sources:

- *OurSchool Survey*
- *Incident reports submitted by staff*
- *Disciplinary files maintained by the Social Integration Facilitator & the Principal*
- *Bus reports*
- *Official complaint forms submitted to the administration*
- *Incidents reported by parents and students*

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

- Reduce the number of students who are or perceive to be victims of bullying
- Improve the competitive spirit between students while participating in sports activities
- Improve student's conflict resolution skills
- Continue to develop staff awareness with regards to bullying and conflict resolution skills

Prevention

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

- *Workshops by Spiritual & Community Animator and community organizations with regards to values and healthy interpersonal relationships.*
- *Workshops by Teachers, School Board Consultant and Local Police on personal and cyber safety.*
- *Workshops by community organizations with regards to bullying and intimidation.*
- *Targeted interventions with certain students by the Behavioural Technician with regards to conflict situations.*
- *Scheduled and ad hoc workshops by the Behaviour Technician and Social Integration Facilitator on conflict resolution.*
- *Promote student engagement through Social Integration Facilitator.*
- *Promote good citizenship through Student Achievement Recognition System.*
- *Inform student body and school community of school's code of conduct through the student agenda.*
- *Promote communication with parents through school community activities.*

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.

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
- <https://www.bullyingcanada.ca/get-help/>
- <https://www.quebec.ca/en/family-and-support-for-individuals/assistance-and-support/bullying>
- <https://www.publicsafety.gc.ca/cnt/rsrscs/pblctns/blng-prvntn-schls/index-en.aspx>
- <https://www.parents.com/kids/problems/bullying/bully-proof-your-child-how-to-deal-with-bullies/>
- <https://www.empoweringparents.com/article/my-child-is-being-bullied-what-should-i-do/>
- **What is bullying?**
<https://www.youtube.com/watch?v=pDG1-BCZvTE>
- **Ways to Stop Bullying:**
<https://www.youtube.com/watch?v=6EY2OP1RCxc>

SAFE SCHOOL ACTION PLAN FOR THE YEAR 2021-2022

Follow-Up Measures

Our school will take the 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.