**Gull Lake School Anti-Bullying Policy**

**Rationale**

All members of the Gull Lake School community have a right to work in a safe and caring environment. We also have a responsibility to contribute, in whatever way we can, to the protection and maintenance of such an environment. Gull Lake School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by.

**Mission and Vision Statement**

Mission: Our school strives to create a safe, inviting environment which encourages students and challenges them to learn and develop to the best of their potential while achieving curriculum expectations

Vision: At Gull Lake School, we envision our students receiving an engaged and balanced, education in order for them to become responsible citizens and life-long learners.

**Student Belief Statements**

At Gull Lake School, we believe in a welcoming and safe environment where everyone interacts respectfully and supportively in all areas of our education.

At Gull lake School, we believe in challenging ourselves and encouraging others to excel in academics, athletics, activities and life.

At Gull Lake School, we believe that everyone has the right to speak, learn and interact with others without getting laughed at or judged.

At Gull Lake School, we believe we can excel in academics, extra-curricular, and school spirit.

**Definition of Bullying**

**Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group.**

**Normal Conflict vs Bullying**

|  |  |
| --- | --- |
| **Normal Conflict** | **Bullying** |
| Equal Power – Friends | Imbalance of Power – Not friends |
| Happens occasionally | Repeated Negative Actions |
| Accidental | Purposeful/ Intentional |
| Not Serious | Threat of Physical Harm or Psychological Hurt |
| Equal Emotional reaction | Strong Emotional Reaction |
| Not Trying to get something | Seeking Power or Control |
| Remorse – Takes responsibility | No remorse |
| Effort to solve the Conflict | No Effort to solve conflict |
| From: [www.daretocare.ca](http://www.daretocare.ca) ; Bullyproofing your School: A Prevention and Early Intervention Program |

**Bullying behaviour can be, but is not limited to:**

* Verbal: Taunting, threats, put-downs, innuendo
* Physical: pushing, hitting, slapping, punching or inappropriate touching
* Social: gossip, false rumours, exclusion, embarrassment
* Digital: social and verbal bullying via text, email and social media; sharing or posting unwanted or inappropriate images

**Forms of Bullying**

* Physical violence such as hitting, pushing or spitting at another person
* Interfering with another person’s property by stealing, hiding or damaging it.
* Using offensive names or language when addressing another person.
* Teasing or spreading rumours about another person or his/her family.
* Belittling another person’s abilities and achievements
* Writing offensive notes or graffiti about another person
* Excluding another person from a group activity
* Ridiculing another person’s appearance, way of speaking or mannerisms
* Misusing technology (internet or mobiles) to hurt or humiliate another person

**Links to other School Policies:**

**Saskatchewan Education Act:** [**http://www.qp.gov.sk.ca/documents/English/Statutes/Statutes/E0-2.pdf**](http://www.qp.gov.sk.ca/documents/English/Statutes/Statutes/E0-2.pdf)

**Chinook School Division Board Governance Policy** [**http://www.chinooksd.ca/Board/boardpolicies/Documents/Board%20Governance%20Policy.pdf**](http://www.chinooksd.ca/Board/boardpolicies/Documents/Board%20Governance%20Policy.pdf)

**Chinooks School Division Responsible use of Technology <http://www.chinooksd.ca/Lists/Publications/Responsible%20Use%20of%20Technology%20-%20Terms%20and%20Conditions.pdf>**

**Gull Lake School Student Handbook** [**http://www.chinooksd.ca/school/gulllake/About/Handbook/Pages/default.aspx**](http://www.chinooksd.ca/school/gulllake/About/Handbook/Pages/default.aspx)

**Ministry Policies and Programs**

**Safe Schools:**

[**http://www.edu.gov.on.ca/eng/safeschools/bullying.html**](http://www.edu.gov.on.ca/eng/safeschools/bullying.html)

**I Am Stronger Campaign**

[**http://iamstronger.ca/resources/ministry-of-education-document**](http://iamstronger.ca/resources/ministry-of-education-document)

**Participation and consultation Process**

The Gull Lake School Anti-Bullying Policy was written by members of our community including staff, students and parents. It is supported by our School Community Council.

**Responsibilities of Stakeholders**

**The responsibilities of Staff:**

Our staff will:

* Foster in our students’ self-esteem, self-respect and respect for others
* Demonstrate by example the high standards of personal and social behaviour we expect of our students
* Discuss bullying with all our classes, so that every student learns about the damage it causes to both the student who is bullied and the bully, and the importance of telling someone about bullying when it happens
* Be alert to signs of distress and other possible indications of bullying.
* Listen to children who have been bullied, take what they say seriously, and act to support and protect them
* Report suspected cases of bullying to school administration
* Follow up on any complaint by a parent about bullying, and report back promptly and fully on the action that has been taken
* Deal with observed instances of bullying promptly and effectively, in accordance with school procedures

**The Responsibilities of Students**

We expect our students to:

* Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
* Intervene to protect anyone who is being bullied, unless it is unsafe to do so
* Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help prevent future incidences
* Speak out in support of the target and against bullying behaviour

**The Responsibilities of Parents**

We ask parents to support their children and the school by:

* Watching for evidence of bullying in our children, which might be signs of distress or unusual behaviour.
* Advising our students to report any bullying to someone they trust, their class teacher, or school administration
* Explaining the implications, for the student, and for other students of allowing the bullying to continue.
* Advising our children not to retaliate violently to any forms of bullying
* Being sympathetic and supportive towards our children, and reassuring them that appropriate action will be taken
* Keeping a written record of any reported instances of bullying.
* Informing the school of any suspected bullying, even if their own children are not involved
* Cooperating with the school if their children are accused of bullying by working together to ascertain the truth

**The Responsibilities of All**

Everyone should:

* Work together to combat and eradicate bullying in our community.

**Preventative Measures**

Gull Lake School commits significant time and resources to combating bullying behaviour in our school. These measures include but are not limited to

* Continuous education of staff and students
* RCMP liaison officer presence and presentations
* Appropriate supervision
* Guest speakers and presenters
* Building positive relationships between staff, students and parents
* Fostering open and respectful dialogue between staff, students and parents
* Employing the Youth Counsellor in our school to provide education, counselling, support, interventions, and programming

**Procedures for Dealing with Bullying Behaviour**

Steps will be taken to support and respond to the needs of both the targeted student and the bully.

1. Records will be kept
2. Investigation
	1. Invite participation and cooperation.
	2. Work towards healing what has been broken.
	3. Seek direct accountability.
	4. Reintegrate where there has been division.
	5. Strengthen the community and individuals to prevent further harms.
3. Use tools at our disposal to support targets and bullies
	1. Counsellor
	2. Refer to Mental Health and Addiction Services ( 1.877.329.0005)
	3. Direct to external supports such as Kids Help Phone (1.800.668.6868) or txt (686868)
4. Escalation of supervision if warranted
5. Dissemination of information to staff if deemed warranted
6. **Actions which may be taken by administration may include**
	1. **Contact of parents** or caregivers of all students concerned with the bullying incident
	2. **Feedback** to those concerned
	3. **Sanctions,** which may include but are not limited to:
		1. **Suspension**
		2. **Mandatory counselling**
		3. **Continued education**
		4. **Removal from the classroom environment, including classroom activities and events**.
	4. **Contact relevant professionals** if deemed warranted
	5. **Mandatory participation in restorative justice which may include:**
		1. **Peer mediation**
		2. **Healing circles/ groups**
		3. **Group conferences**
7. **Work towards reintegration through:**
	1. Effective and informed planning and consultation before reintegration
	2. Good quality information collection and monitoring
		1. The development of strategies - which are reliant on comprehensive data collection and monitoring, potentially through a database to facilitate tracking
		2. Responding to pupil needs and supporting reintegration – with good quality and complete information helping ensure responses are appropriate; programs can be targeted with realistic goals, multi-agency support included where necessary and progress monitored and reviewed.
	3. Securing school places and locating safe environments for all involved.
	4. Retaining pupils on the school roll which helps to ensure positive contacts/links were maintained, setting expectations around eventual reintegration and helping contribute to a continued sense of pupil ownership and responsibility
	5. Maintaining contact between school, pupils and parents
	6. Rapid responses – both prior to, and during the process of, reintegration to school. Appropriately rapid pupil follow-up, and establishing reintegration objectives as soon as appropriate can help prevent pupils becoming ‘entrenched’ in alternative placements
	7. Providing individually tailored and flexible approaches
	8. Managing pupil mobility (not within the school, but as they transition to different schools)
	9. A dedicated support staff/key workers to offer individual support –two levels of support are desirable which reinforce each other: personal support through a key worker, and in-school support through a key worker or other identified staff member

**Continuous Education of all Students and Staff**

The Gull Lake School Community commits significant time and resources to combating bullying behaviour in our school. These measures include but are not limited to:

* Understanding the Roots of Bullying and pursuing education to respond
* Providing access to PD opportunities such as Strategies for the Prevention of Bullying Workshop
* Parent Information Nights
* Speakers and Presenters

**Monitoring and Review**

This document will be shared with and periodically reviewed by the school community.

It will be disseminated to all stakeholders through:

* Email
* School Website
* Copies in the staff room
* School newsletter
* Local print media

With the support of the School Community Council, copies of student and teacher responsibilities will be posting in classrooms and in public areas of the school.

Next review to be in the 2019-2020 school year