

SCHOOL BULLYING PREVENTION AND INTERVENTION PLAN (BPIP)

(School Name Byron Southwood – Year 2019-2020)

This plan is to be completed in conjunction with the *BPIP guide* found at: www.tvdsb.ca/safeschools

Safe and Accepting Schools Team Members:

Principal:	<u>Annette Gilbert VP</u>	Parent(s):	<u>Charlotte Kaye McQueen</u>
Teacher(s):	<u>Mary Ann Eaton</u>	Student(s):	<u>Dylan, Rowan (gr 7)</u>
Non-teaching staff:	<u>Carolyn Schering</u>	Community partner(s):	<u>Gordon Sproule</u>

STEP ONE: Data Collection and Assessment

Strengths/successes: <ul style="list-style-type: none">• GSA club• Safety patrollers• Older students mentoring younger• Communication with parents	Gaps/areas of concern: <ul style="list-style-type: none">• Social media/cell phone usage• Body image name calling• LGBTQ2+ harassment• Adapting to new platform for communication with parents (Brightspace)• Yard issues: physical and verbal
--	---

School Bullying Prevention Statement:

Our Byron Southwood community (staff, students, parents, volunteers) is committed to building a positive school culture:

- where everyone belongs,
- where student voice is valued,
- where a safe space for all is created,
- where online or in person bullying is effectively addressed

STEP TWO: Creating/Revising the Plan

1. Education – Awareness Raising and Skill Building: (Programs and Initiatives)

Students: creating a Safe Space acknowledgement and signage, Guest speakers from within TVDSB and community, VIP Program, GSA, Supporting others in our Community (Food Bank, Nursing Home visits, etc.), Sea of Pink, PRIDE Flag Day, numerous clubs to enhance belonging

Staff: revision of the spirit points criteria to include more variety of participation in clubs other than sports, awareness around language, text selection to focus on inclusion

Parents/Community: school code of conduct sent home with signatures from parent and student, also a 'safe space' acknowledgement



2. Curricular Connections:

FNMI Take Action inquiry series

Literacy texts to open conversations around gender identity education

Other diversity kit mentor texts

3. Training Opportunities for Staff:

Inviting in Culture for Learning support staff for lunch'n'learns

4. Leadership:

Student: implementation of a student council for students to explore leadership opportunities
Staff: to oversee student council and accompanying events
Parent/Community: invite parents in to share their expertise around career choices, setting goals, collaboration on a team

5. Community Connections/Resources:

- Outdoor community pollinator garden
- soon-to-be installed shade structure
- connecting with school social worker, local community agencies for support (talk-in clinics)
-

6. The school **Code of Conduct** has been reviewed and updated to address bullying and reflect core values and expectations. X Yes No

7. When developing **supervision plans**, consideration has been made to address bullying where and when it happens as identified through school climate surveys and other feedback. X Yes No

8. Responding:

Students-education around upstander and bystander differences. Engage in role play and storytelling around how to respond, how to be inclusive.

Parents/Community- Relationship building and open communication between parents and school.

Staff- Supporting and spreading the message that they're ALL our kids. Focus on relationship building and de-escalation of altercations. Staff will respond with a view to long term impact toward inappropriate behavior and to understand that we all have an important role.

9. Reporting: Students are encouraged to report all incidents. Ensure all students and parents are aware of how to report.

10. Support Strategies :

Student who engaged in bullying: appropriate and consistent consequences, use of progressive discipline, counselling, mediation, involvement of parents in planning/supporting

Student who has been bullied: ensure student knows how to report incident, ensure the student feels supported, regular check-in, provide "safe places" and "safe people" to go to.
Students who witness bullying: ensure student understands the importance of reporting, how to report and be thanked for their support

11. Follow Up:

12. **Communication:**

Students – Brightspace, video announcements, explicit instruction

Parents/Community – newsletters, school messenger and Brightspace

Staff – staff meetings, newsletters

STEP THREE: Implementation Plan

Timelines	Who	How
May 2019	BPIP committee	Creation of BPIP
June 2019	VP	post BPIP to website and share with staff and school council
Fall 2019	VP and committee	implementation of student council, other recommendations

STEP FOUR: Monitor/Reflect

Timelines	Who	How
SAST Meeting Dates: 1- _____ 2- _____		Monitor: Gather committee again in the fall to review and commit to intentions Reflect: Indicators of Success Decrease in office visits, safe school surveys reflect improvement Celebration of Success Shared via twitter, video announcements, spirit points

Our BPIP will be reviewed annually and posted on our school website by June 30th for implementation the following school year.