As outlined in Policy/Program Memorandum (PPM) No. 144, "Bullying Prevention and Intervention", every school board must establish a plan for schools that integrates all the board's requirements and guidelines regarding bullying prevention and intervention into a comprehensive and achievable plan.

Bluewater District School Board is committed to the maintenance of work and school environments that are free from any form of bullying. This commitment includes dealing promptly and effectively with incidents of bullying to ensure the board's mission to provide a quality education for every student in a safe, accepting and caring environment is realized.

Bullying means aggressive and typically repeated behaviour by a student where,
a) the behaviour is intended by the student to have the effect of, or the student ought to know that the behaviour would likely to have the effect of:
   i. causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or
   ii. creating a negative environment at a school for another individual.
b) the behaviour (including the use of any physical, verbal, electronic, written or other means) occurs in a context where there is a real or perceived power imbalance between the student and the individual based on factors such as size, strength, age, intelligence, peer group power, economic status, social status, religion, ethnic origin, sexual orientation, family circumstances, gender, gender identity, gender express, race, disability or the receipt of special education.

Bullying has the potential to:
a) negatively affect students' learning, attendance, safety/sense of safety, sense of self-worth and overall mental health and well-being; and
b) create a negative environment at school or school-related activities for an individual, group or the whole school

Cyber-bullying is the act of engaging in bullying behaviours through electronic means such as social media platforms, email, text or direct messaging, digital gaming and/or communication applications. Examples of cyber-bullying may include, but are not limited to:
a) sending or sharing hateful, insulting, offensive, and/or intimidating electronic communication or images via text messages, emails, direct messages;
b) revealing information considered to be personal, private, and sensitive without consent;
c) making and/or engaging, and/or participating in fake accounts on social networking sites to impersonate, humiliate and/or exclude others; and
d) excluding or disrupting access to, a student on purpose from online chat groups, access to accounts and during digital gaming sessions.

Reporting of Bullying Incidents – please refer to AP 6821-D "Bullying Prevention and Intervention":
7.2   Reporting of Bullying Incidents by Board Staff
7.3   Reporting of Bullying Incidents by Students
7.4   Reporting of Bullying Incidents by Parents/Guardians

Need(s) (identified through data analysis, including school climate survey results)	Prevention and Awareness Raising (students, staff, parents/guardians, community)	Programs, Intervention and Other Supports (students, staff, parents/guardians, community; students who cause harm, students impacted by harm, students who witness harm)	Communication and Outreach Strategies (reaching students, parents/guardians, community)
Over 1 in 5 Ontario students (23%) reported being bullied at school according to a 2019 study from the Centre for Addiction and Mental Health (CAMH). Three out of ten Canadian youth say they have been cyberbullied before. Bullying/Harassment is the second most reported reason for students to access mental health supports in Bluewater District School Board (January 2022). Compared to previous year, suspension rates in BWDSB have increased in the first three months of the 2021-22 school year. Suspension and expulsion data - 3.6% of board-wide suspensions listed bullying as an infraction (February 2022).	Schools will: - establish a Safe and Accepting Schools Team, who is responsible for fostering a safe, inclusive, and accepting school climate; - develop a School Bullying Prevention and Intervention Plan, and post to their school's website; - communicate information about bullying (i.e., School Bullying Prevention and Intervention Plan) to the school community to develop a shared understanding or roles and responsibilities of all members of the school community; and, - monitor and review the effective of the School Bullying Prevention and Intervention Plan, through the collection and analysis of data. Provide opportunities for equity and inclusive education, and bullying prevention and intervention professional learning for all administrators, teachers, and non-teaching	Use of progressive discipline utilizes a continuum of interventions, supports and consequences, which shifts the focus from purely a punitive to a corrective and supportive model. Continue to develop partnerships with community organizations and agencies which can provide support to students in need. Explore potential online reporting tools, to be used for reporting incidents by students and/or parents. Proactive intervention (i.e., early and ongoing) coupled with coaching and support can help all students develop the skills and understanding needed to build and maintain positive relationships, this is done through a focus on Tier 1 resources and education.	Policies and procedures are available on Bluewater District School Board website. Bluewater District School Board Bullying Prevention and Intervention Plan is available on the board website. The Bullying Prevention and Intervention Board Plan will be used by schools as a foundation for developing school-based Bullying Prevention and Intervention Plans. School-based Bullying Prevention and Intervention Plans will be posted on the school website and shared with staff, students, and school council.

From 2019 School Climate Survey:

Have you been bullied/harassed at school?

	Not once in 4 weeks	Once or twice in 4 weeks	Every week	Many times a week	Don't know
Grade 4 to 6	52.8%	15.5%	2.7%	4.9%	24.2%

Do you think teachers try to stop bullying/harassment?

	Always	Often
Grade 4 to 6	55.2%	19.1%
Grade 7 to 12	27.6%	20.9%

Do you think the principal/vice-principal try to stop bullying/harassment?

	Always	Often
Grade 4 to 6	63.2%	16.7%
Grade 7 to 12	34%	21.1%

Does your school have a bullying/harassment prevention program(s) in place?

	YES	NO
BWDSB Staff	28.7%	71.3%

How satisfied are you with the steps your school has taken to prevent bullying/harassment among students?

	Very satisfied	Satisfied	Unsatisfied	Very unsatisfied
Parents	20.5%	58.2%	21.3%	2.9%

Prevention and Awareness Raising:

staff (i.e., prevention, learn to recognize the various forms of bullying, including cyber-bullying).

Model culturally responsive and relevant teaching strategies that support board-wide bullying prevention policies (i.e., respect for diversity).

Suggest resources/lesson plans to support teachers/schools as Tier 1 intervention (i.e., recognizing forms of bullying, actions that can be taken by witnesses, etc.).

Review and revise Safe and Accepting Schools policy, and related procedures.

Explore the possibilities of guest speakers.

Promote inclusive activities (e.g., Pink Shirt Day – last Wednesday in February, Mental Health Awareness Month - October, Bullying Awareness and Prevention Week – third week in November).

Promote various resources:
School Mental Health Ontario – Supports (videos, posters, courses, resources) for students, educators, parents, leaders, school mental health professionals.
Kids Help Phone – Kids Help Phone is Canada's only 24/7, national support service. They offer professional counselling, information and referrals, and volunteer-led text-based support to young people in both English and French.
PREVNET – Supportive information for kids, teens, parents, and educators.
Ministry anti-bullying resources – This link will take you to a landing page, "Bullying – we can all help stop it".
Together we can stop cyberbullying – Information and tips for youth, parents, caregivers, and educators.
The Grey Bruce We C.A.R.E Project – This is an initiative partnering community agencies and schools. Their vision is, "that all members of the Grey Bruce community will make a commitment to CARE. On the website there are resources connected to each letter in C.A.R.E.: Connect, Ask, Reach, and Encourage.

Programs, Intervention and Other Supports:

Bluewater District School Board Learning Services – Student Support, including Mental Health Lead and Workers, and Child and Youth Workers.

Communication and Outreach Strategies:

Dedicated section on Bluewater District School Board website for "Bullying Prevention and Intervention" to share resources and highlight events.

Ensure that the plan is communicated to various stakeholders, including: administrators, school staff, students, parents, school bus operators/drivers, Special Education Advisory Committee, band councils, school councils, Parent Involvement Committee, Equity Steering Committee.

Promote Bluewater District School Board resources, and ministry resources during Bullying Awareness and Prevention Week initiatives on board and school websites, and through social media (Ontario has designated the week beginning on the third Sunday of November as Bullying Awareness and Prevention week).

At least once every two years, an anonymous school climate survey will be conducted with students, staff and parents.

Monitoring and Review