

SCHOOL BULLYING PREVENTION AND INTERVENTION PLAN (BPIP)

(School Name: London Central - 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>Kevin Wild (VP)</u>	Parent(s):	<u>Bert M.</u>
Teacher(s):	<u>Tegan M.</u>	Student(s):	<u>Abby N., Ian M.</u>
Non-teaching staff:	<u>Nancy C.</u>	Community partner(s):	<u>Constable Anthea Fordyce</u>

STEP ONE: Data Collection and Assessment

Strengths/Successes: <ul style="list-style-type: none">• Students feel they are treated fairly by adults at school and that positive behavior is rewarded.• Students feel “this school is a nice place to be”• Successful and active student leadership• Inclusive environment for all with a general feeling of being safe both at school and in the community.	Gaps and Main Areas of concern: <ul style="list-style-type: none">• We need educating with skills on how to be an “Upstander” rather than a bystander, as students don’t feel that others stand up for each other• Encourage more leadership from the general school population, not just student parliament and associations• Mental health awareness• Increase awareness and participation in FNMI initiatives.
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School Bullying Prevention Statement:

At London Central Secondary School, we are committed to a safe learning environment for all members of our community. All students are to feel accepted and staff model an inclusive and equitable community. We will encourage students to be upstanding citizens while maintaining responsibility for their own actions, and take ownership for their school community.

STEP TWO: Creating/Revising the Plan

1. Education – Awareness Raising and Skill

Building:

(Programs and Initiatives)

Students:

- Develop a “Culture for Learning Committee” with membership from various leadership groups.
- Very active GSA and Safe Schools Clubs with weekly meetings, guest speakers and

learning opportunities for staff and students.

- Peer mentor program, peer tutoring program, and peer leadership class
- Transition program for grade 8's
- Increased awareness of Multicultural Club and assemblies to celebrate diversity, including an evening performance for the community
- Social Justice awareness: Me to We, #We
- Father's Day Breakfast: Coaching Boys into Men
- Respect in Sport program
- Student Leadership Awards in Safe Schools
- Mental health champions advertising activities such as Therapy dogs, tea time, and presentations.

Parents/Community:

- Raising awareness of our initiatives through parent council, and also with informational nights such as grade 8 and 9 open houses.

2. Curricular Connections:

- Critical Media literacy in English classes
- Spoken Word poetry in grade 12 English
- Healthy relationships HPE
- Forest City Program imbeds the teaching of relationship skills and bullying prevention in their classes.

3. Training Opportunities for Staff:

- Staff meeting guest speakers on mental health awareness
- C4L spotlights at staff meetings
- Educate staff on the 4A response

4. Leadership:

Student:

- Representation from Safe Schools and GSA on Student Parliament
- Student Voice Club, combined with multicultural club, social justice Me to We Club, and mental health champions committee
- Active Drama, Music, and Student Athletic Councils
- GSA and Safe Schools to lead "The Pledge"

- Peer Leadership class training for SS follow up activities from plays for semester 1
- Gr 8 transition program student leader training / peer mentor training
- Multicultural club meetings and awareness
- Student Voice Initiatives (Student Voice Lunches conducted by Admin 2019)

Staff:

Safe Schools, GSA and Violence Prevention
Club advisor: Ms. Harder, Mrs. Mastrandrea.

- Student Parliament advisor: Ms. Gayed and Ms. Shultis
- Peer Mentors, Peer Leadership, and Gr.8 program: Mr. Stevens
- Multicultural Club advisor: Ms. Fong
- Mental Health awareness: Guidance team, phys ed, Mrs. Mastrandrea
- Student Success Team: Mr. Stevens and Ms. Dymock
- Student Voice: Mrs. Vacante, Mr. Wild
- Me to We, Respect in Sport, Healthy Schools: Phys Ed teachers

5. Community Connections/Resources:

- Public Health unit nurse-class guest speaker
- Secondary school resource officer guest speaker to phys ed classes
- School social worker
- School psychologist

6. The school **Code of Conduct** has been reviewed and updated to address bullying and reflect core values and expectations.

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.

8. Responding:

Students;

- Leaders to encourage Upstander behavior
- Admin classroom visits
- Support students who have been bullied and encourage the use of anonymous reporting, or reporting to a caring adult.

Parents/Community;

- Parents are encouraged to communicate with the school anonymously or otherwise.

Staff;

- Will respond to all student behavior that negatively impacts the school climate
- Staff respond appropriately and consistently using 4A response (Affirm, Ask, Assess, Act)
- Staff should encourage Upstander behavior
- Guidance and Admin support of staff and students

9. Reporting:

- iCare cards available to all students through Guidance and in their student agenda/planner
- Online anonymous reporting on school website monitored by Admin. Easy to access in a prominent location on the website.
- Staff complete the Safe Schools Incident Reporting Form when applicable
- Peer mentors provide support to their classes.

We will communicate our online anonymous system and our iCare card system:

- School messenger
- Ghost Post in report cards at end of year
- School Council meeting
- August/Sept staff meetings
- Admin classroom visits
- First day information by teachers in homerooms
- Guidance – Grade 9 Introductions
- School website prominent link to reporting
- Peer mentors to reinforce throughout school year to grade nines
- Morning announcements periodically throughout the school year by Safe Schools and GSA reminding students to report

10. Support Strategies :

Student who engaged in bullying:

- Discussion with various staff depending on the situation (teacher, guidance, Admin, social worker, community resource/police officer)
- Contact with parent/guardian
- Progressive discipline approach
- Restorative approach
- Review code of conduct with student
- Re-entry meetings with admin

Student who has been bullied:

- Contact parent /guardian
- Meeting with guidance and admin
- Social Work/MLHU Nurse/CRO
- Develop a safety plan
- Encourage student/staff connection with a trusted adult in the building

- Provide a safe place for student to go, such as SST room, especially during non-classroom time ie. At lunch
- Encourage involvement in school clubs or activities that they enjoy that will strengthen assertiveness skills and positive connection with others

Students who witness bullying:

- School focus by adults and student leaders on upstander skills
- Provide opportunities for peer mentors to take leadership role in bullying prevention and intervention: suggest to others how to support a friend.

11. Follow Up:

Student who engaged in bullying:

- Regular check-in with trusted adult: guidance, admin, or peers to see if bullying has stopped;
- Review and assess progress of action plan;

Student who has been bullied:

- Regular check-in with trusted adult: guidance, admin, or peers to see if bullying has stopped;
- Modify safety plan as needed;

12. Communication:

Students:

- Guidance Counsellors;
- Grade meetings / grade reps;
- Assemblies;
- Announcements;
- Bulletin boards;

Parents/Community:

- Ghost Post parent newsletter;
- Website;
- School Council meetings;
- School Messenger;

Staff:

- email to staff;
- Staff meetings;
- Liason with school support staff, ie. Psychologist and attendance counsellor at various staff meetings throughout the year;

STEP THREE: Implementation Plan

Timelines	Who	How
Sept. 2019	Admin, Guidance	Information to students-code of conduct, reporting, school expectations.
Nov. 2019	SSAT	Share BPIP with staff. Meeting #1 to discuss findings and begin to formulate BPIP
Dec. 2019	SSAT –	Meet to “check-in” on progress of various initiatives.
Apr. 2020	Community RO	Safe schools survey to students
May 2020	SSAT Meeting	Meeting #2 to complete BPIP
May 2020	SSAT - Admin	Post BPIP to school website
June 2020	SSAT Meeting SSAT - Admin	

STEP FOUR: Monitor/Reflect

Timelines	Who	How
June 2020	SSAT - Community Member	Monitor Ensure community contribution, dialogue with other community members to ensure their voice is heard and they are contributing to the success of the plan, gather input/feedback
	SSAT – Students	Ensure student contribution continues and it remains an agenda item for discussion at Safe Schools meetings to gather input/feedback Dialogue with students after the various BPIP initiatives to ensure the student voice is heard and they are contributing to the success of the plan
	SSAT - Teacher/Non-Teacher Staff	Ensure BPIP programs and initiatives take place as planned and gather feedback from staff
	SSAT - Admin	Ensure staff contribution continues and it remains an agenda item for discussion at Staff Meetings to gather input/feedback Ensure SSAT meetings occur as planned Ensure BPIP programs and initiatives take place as planned and gather feedback from staff
		Reflect Each member of the team will bring back feedback they have collected about the implementation of the BPIP.
		Indicators of Success <ul style="list-style-type: none"> - Positive staff and student feedback - Positive interventions by students in bullying situations - Increase in students seeking help from friends - Active participation and commitment to the BPIP by all - Improved collaboration from staff - Staff comfortable with the 4A response - Staff addressing inappropriate behavior in a timely, consistent and effective manner
SAST Meeting Dates: 1- December, 2019 2- February 2020		Celebration of Success As a the school we will celebrate the success of students through: <ul style="list-style-type: none"> - Assemblies - Morning announcements - TV slideshow - Awards

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