



# Northeastern Catholic District School Board

## Bullying Prevention and Intervention Board Plan

2021-2023

### POLICY STATEMENT

The Northeastern Catholic District School Board (NCDSB) believes that all people are created in the image and likeness of God and that every person has the right to be treated with dignity, respect and fairness. The Board recognizes that a positive school climate exists when all members of the school community feel safe, included and accepted and actively promote positive behaviours and interactions. The NCDSB is committed to building and sustaining safe Catholic school communities where all members and stakeholders share the responsibility of eliminating violence in accordance with our Catholic faith and gospel values. The NCDSB believes that safe learning environments enable students to reach their full academic and spiritual potential.

### DEFINITIONS

#### Bullying

Bullying means aggressive and typically repeated behaviour by a student where:

1. the behaviour is intended by the student to have the effect of, or the student ought to know that the



- Provide training for staff on a variety of themes including responding and reporting to incidents, identifying and responding to bullying behaviour.
- Conduct school climate surveys and use the data to celebrate progress and establish future goals.
- Review and refine the school's student supervision plan, ensuring known areas of concern are appropriately addressed.
- Actively explore and celebrate the NCDSB Virtues school-based activities and events.
- Develop a variety of community partnerships to support school programs, including those that promote the development of healthy relationships and foster Catholic faith development.
- Create and promote a safe process for reporting bullying, and ensure all school community members are aware of the process.
- Support student-led initiatives, activities, and extracurricular clubs that intend to reduce bullying, promote wellbeing, and demonstrate equity and inclusivity (Anti-bullying pledges, Pink Shirt Day, P.A.L.S. Playground Program, Gay-Straight Alliance, etc.).
- Establish opportunities for student recognition to celebrate positive contributions to the school community (i.e. NCDSB Virtues awards, student leadership awards, etc.).

## INTERVENTION AND SUPPORT STRATEGIES

- Reporting incidents of bullying is the responsibility of all students and staff. Reported incidents of bullying will be investigated and addressed through the teacher and/or principal.
- Incidents of bullying will be followed up with the students involved and their parents/guardians, the students' teachers and other school staff and community partners where appropriate.
- In line with school board procedures, when addressing incidents of bullying progressive discipline approach will be applied, which could include the following for students who engage in bullying:
  - review of expectations;
  - written work assignment with a learning component relevant to the behaviour;
  - direct skills instruction, with opportunities to practice and receive feedback;
  - peer mentoring;
  - detention;
  - peer mediation;
  - restorative justice;
  - referrals for consultation;
  - classroom or school transfer;
  - suspension;
  - expulsion.
- Students who engage in bullying, who have been bullied, or may have witnessed or been affected by bullying will receive support from the school, which may include but is not limited to the following:
  - One on one and/or group meetings;
  - Learning opportunities;
  - Restorative justice;
  - Contracts or behaviour plans;
  - Referrals to board-based supports and services and/or community partners.

# RESOURCES

Northeastern Catholic District School Board Resources  
[NCDSB](#)

