



Hamilton-Wentworth Catholic District School Board
Believing. Achieving. Serving



Annunciation of Our Lord CES Bullying Prevention, Intervention and Follow-up Plan

KEY TERMS

What is Bullying?

'Bullying' means aggressive and typically repeated behaviour by a child or youth where,

- a) they should know that the behaviour would be likely to,
 - i. cause 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. create a negative environment at a school for another individual
- b) there is a real or perceived power imbalance 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 expression, race, disability or the receipt of special education.

Bullying is defined as: "typically a form of repeated, persistent, and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear and distress and/or harm to another person's body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance".

What are the Forms of Bullying?

1) Physical Bullying can be:

- Hitting, kicking, shoving, spitting, beating up, stealing, or damaging property.

OCTOBER 2023

2) Verbal Bullying can be:

- Name-calling, mocking, hurtful teasing, humiliating or threatening someone, racist or sexist comments, harassment.

3) Social Bullying can be:

- Excluding others from the group, gossiping or spreading rumours, setting others up to look foolish, and damaging friendships;
- Treating people badly because of their identity, saying bad things about a culture, calling someone racist names, telling racist jokes;
- Treating people badly because of their religion or beliefs, saying bad things about a religion or belief, calling someone names, telling jokes about a religion or belief;
- Leaving someone out or treating them badly because they are a boy or a girl, making someone feel uncomfortable because of their sexual orientation/gender identity/gender expression, making sexist comments or jokes, touching, pinching or grabbing someone in a sexual way, making rude comments about someone's sexual behaviour or sexual orientation;
- Leaving someone out or treating them badly because of a disability, making someone feel uncomfortable because of a disability (e.g., mental or physical), making comments or jokes to hurt someone with a disability;
- Treating someone badly because of his/her appearance (e.g., weight-based teasing) or social class (e.g., not having name brand clothing or possessions).

4) Electronic Bullying: Electronic communication lets youth connect with each other in all kinds of ways. Youth use social media to create relationships with others. Healthy face-to-face and online relationships mean that interactions are respectful. Disrespectful interactions become bullying. Cyberbullying is:

- Electronic communication used to upset, threaten or embarrass another person;
- Using email, cell phones, text messages, and internet sites to threaten, harass, embarrass, socially exclude, or damage reputations and friendships;
- Includes put-downs, insults, spreading rumours, sharing private information, photos or videos or threatening to harm someone;
- Is always aggressive and hurtful.

How is Bullying different from Teasing and/or Aggression?

Teasing	Aggression	Bullying
Is equal and reciprocated Is fun and not hurtful	Is conflict Can be intentional or unintentional	A form of typically repeated, persistent, and aggressive behaviour

Often occurs prior to aggression	Could be one time Can lead to BULLYING	Directed at an individual or individuals that is intended to cause fear
----------------------------------	---	---

Key Elements of a Whole School Approach to Prevent Bullying and Promote Healthy Relationships

A whole school approach brings everyone together to work toward creating a safe, inclusive, and accepting school where bullying problems are prevented and handled effectively when they arise. A whole school approach involves the administration, teaching and school staff, children, youth, parents/guardians, and the broader community.

A whole school approach is the most effective way to prevent bullying and promote learning. Children’s learning depends on having positive relationships at school. When everyone works together for a safe, inclusive, and accepting school, children and youth receive **consistent** messages and responses about bullying. By providing consistent messages, responses, and supports that address bullying problems, school communities can promote positive, healthy relationships for their children and youth.

Bullying prevention and intervention are not just about eliminating bullying—it is also about promoting the development of healthy relationships. The goal is to help ensure that all children and youth have healthy, safe, respectful and caring relationships with everyone in their lives.

Prevention

Bullying prevention strategies provide children and youth with awareness and skills:

1. To initiate and engage in positive relationships;
2. To prevent from bullying others;
3. To cope effectively with being bullied (e.g., walk away or tell someone)

The classroom is one of the primary places where social and emotional skills can be learned and character can be developed, but learning these skills does not always come naturally. Just as with other forms of learning, children and youth learn relationship skills by trial and error and, as with reading and math, we need to provide extra supports to those who are constantly struggling to foster positive relationships.

Goals of Bullying Prevention Activities

1. Promoting positive relationships within and between the entire school to enhance school climate and a supportive learning environment;
2. Educating and developing awareness about bullying, the importance of healthy relationships, and self-awareness about the use of real and perceived power in relationships;

3. Consolidating attitudes which are incompatible with bullying for inclusion, acceptance and respect for all;
4. Developing awareness of bullying issues at the school;
5. Developing positive solutions to prevent and address bullying;
6. Learning positive strategies to address bullying by a) children and youth who are victimized, b) children and youth who witness bullying, c) teachers, and d) other school staff;
7. Building social responsibility and open trusting communication about bullying and relationship difficulties.

Intervention

Bullying intervention strategies are used when children and youth experience problems with bullying. There are two approaches to intervention:

1. Providing individualized supports to promote development in areas where children and youth are struggling (e.g., understanding, social skills, attitudes) and to promote their strengths.
2. Helping to ensure that children/youths' relationships with teachers, peers, family and the community are both positive and support the development of constructive social understanding, behaviours, and attitudes.

STRATEGIES (See Page 16-18 for Actions Specific to AOOL CES and Highlighted)

PREVENTION	PREVENTION: ACTIVITIES THAT RAISE AWARENESS AND INCREASE POSITIVE BEHAVIOURS FOR THE WHOLE SCHOOL
Children and Youth	<ol style="list-style-type: none"> 1) Classroom based learning activities that promote understanding of differences, inclusion and positive leadership 2) Anti-bullying and Inclusivity presentations from community supports such as the Hamilton Tiger Cats Football Organization - @TELUS #Endbullying All-Stars Workshop 3) Announcements with a positive message of the day as "Merchants of Hope and Missionaries of Joy" 4) School club for promoting inclusion, safety, and respect (EDI, and ambassadors to promote and encourage participation in the survey, See Me in HWCDSB in collaboration with A. Ralph and the Black Graduate Coach from STM) 5) School assemblies with community professionals, athletes, etc. (establish a partnership with Hamilton Tiger-Cats through communications director Courtney Stevens) 6) Pink shirt day – November 24 7) Articles and communication in Sunday email blasts to parents

	<p>8) Activities for Bullying Awareness Week (3rd week in November)</p> <p>9) Recognition of students' positive behaviours through monthly awards for Catholic virtues, Learning Skills and Catholic Graduate Expectations</p> <p>10) Survey of messages and images in school to ensure they reflect school's diversity and promote positive, caring relationships through completion of positive affirmations to promote</p> <p>11) Involvement of children/youth in assessments of bullying and supportive relationships at school through restorative practice circles</p>
School Staff	<p>1) Attend Professional Development opportunities with professionals from the board as well as the community</p> <p>2) Develop a clear vision of a supportive learning environment and positive climate for the school</p> <p>3) Staff identification of strengths and concerns in school – 2 for 20 Initiative (2 students who are NOT in your class; establish a contact, make a connection)</p> <p>4) Activities to increase staff cohesion and collaboration (e.g., applied for a grant for funds to support personal wellness opportunities, such as a calming space, yoga classes by a certified instructor, yoga mats, etc.)</p> <p>5) Complete staff demographic and well-being survey <i>See Me in HWCDSB</i></p> <p>5) Generate innovative supervision strategies for target areas in the school (e.g., halls, outside) as per the ACTIVE OUTDOOR Supervision Guidelines</p> <p>6) Involvement in assessments of bullying and supportive relationships at school – promote and encourage Anonymous Bullying Tool. Anonymous Bullying Tool</p>
Classroom Strategies	<p>Supportive Learning Environment Classroom Strategies:</p> <p>Supportive Learning Environment Classroom Strategies:</p> <p>1) Establish a shared set of class norms at the beginning of the year for creating a supportive learning environment – one that everyone in the class participates in creating and buys into</p> <p>2) Hold regular circle times for discussion of issues that arise and suggestions of solutions. These times can be guided by class norms such as only one person talks at once, no put downs and no naming people OR Brags and Drags</p> <p>3) Activities to learn about differences among the children in the class, such as days to learn about the cultures of origin of classmates</p> <p>4) Activities to promote intervention for those who witness bullying, such as establishing a code for helping, generating positive strategies for intervening when children and youth observe bullying, and role plays to practice these strategies</p>

5) Facilitate Classroom-based learning activities that promote learning and understanding of: · The importance of positive relationships for learning and life · The definition of bullying · Differences between bullying and teasing, aggression and competition, aggression and assertiveness, telling and tattling · Social responsibilities and strategies for those who witness bullying · Empathy · Positive leadership and recognition · Expectations for a supportive learning environment, and positive class and school climate

Language Integration:

1) Books: There are many books that focus on bullying problems; these are available for all ages of children and youth. One Ontario resource for a list of books can be found at:

www.parentbooks.ca/Bullying_Resources_for_Kids_&Teens.html.

It is important to note that one criterion for choosing a book to study is that the resolution to bullying should be constructive and positive. Some books end with revenge and observational research indicates that when a child uses aggression in response to being bullied, the bullying continues longer. Stories of bullying (use of power and aggression) and the pain it causes are central to the stories of Harry Potter and are frequently found in classic literature, as well (e.g., Lord of the Flies, Cinderella).

2) Poetry: Creating prose and poetry to express feelings about bullying can also engage children and youth. A recent example of spoken poetry by Shane Koyczan, a Canadian poet highlights the power of words. His illustrated poem on bullying, entitled To This Day is available at

<http://www.youtube.com/watch?v=Itun92DfnPY>.

Mathematics Integration:

1) Statistics: There are a lot of statistics about bullying that can be used to develop understanding about the prevalence of bullying and the harm that it causes.

2) Data Management and Probability, Patterning and Algebra: In math class, students can: analyse data from the Student Demographic Survey.

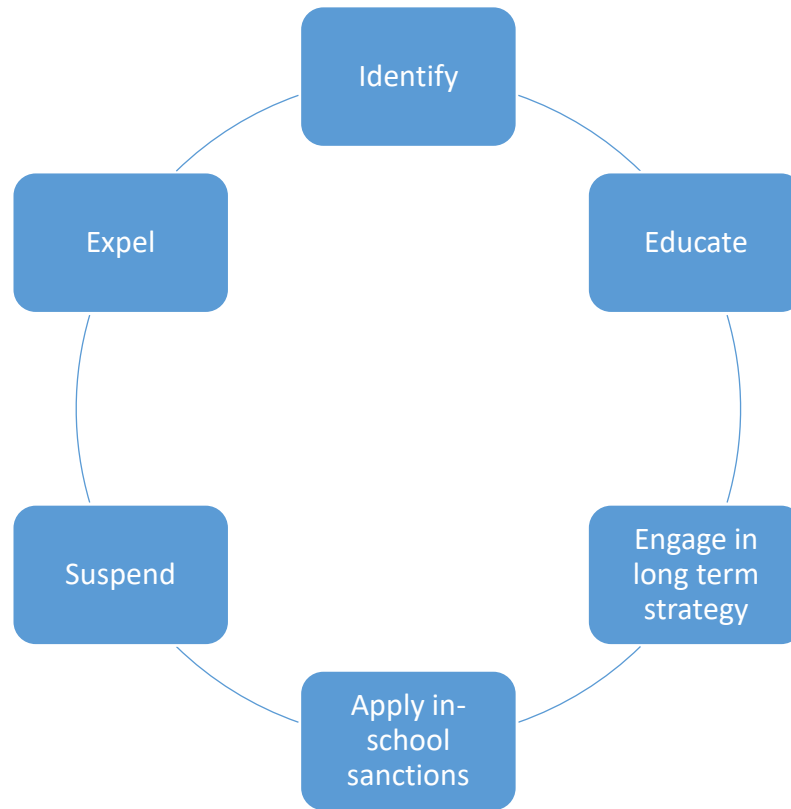
<https://www.hwcdsb.ca/452710--Its-coming--See-Me-in-HWCDSB>

Arts, Science, and Health Integration:

	<p>Bullying is a relationship problem and relationship problems form the basis of many forms of artistic expression. Students can be encouraged to explore the issues and solutions to bullying through visual arts, drama, dance, and music.</p> <p>There is much to be learned through science and health about social-emotional development, social behavior and the brain, stress and functioning, and mental health.</p> <p>1) School Mental Health Ontario as primary resource for mental health activities FDK-Grade 8</p> <p>2) CYW to present lessons from SMHO on resilience and positive affirmations. Create a four-finger affirmation on a hand, decorate it and cut it out. All student hands will be placed in the shape of a cross in the front foyer to display for the school year.</p>
Parents/Guardians	<p>1) Provide opportunities for parents/guardians to learn about bullying</p> <p>2) Encourage attendance at parent/guardian nights by highlighting children's and youth's work related to positive relationships and bullying prevention</p> <p>3) Facilitate parent/guardian involvement at a variety of times to suit availability by having food, babysitting, transportation support etc., if possible</p> <p>4) Inform parents about bullying prevention activities at school</p> <p>5) Encourage parents/guardians and grandparents to volunteer (e.g., school and classroom activities or school council initiatives)</p> <p>6) Develop activities for children to take home to enhance parent/guardians' awareness of the importance of healthy relationships and bullying prevention</p> <p>7) Involvement in assessments of bullying and supportive relationships at school. Encourage and promote HWCDSB Anonymous Bullying Tool.</p> <p>Anonymous Bullying Tool</p>
Community	<p>1) Partnerships with agencies (e.g., police, recreation, public health, mental health, family support) to provide prevention education May want to consider partnerships with:</p> <p>· Police · Public Health · Firefighters · Paramedics · Local Athletes · Youth Leaders · Spokespeople for disability organizations · Local Politicians · Media Personalities · Artists · Local Businesses · Older children and youth, and adults who are trained to deliver talks on bullying</p>

Additional Notes:	<p>There are many creative ways to work with the distinct levels of a school community to increase awareness and engagement in promoting positive relationships and preventing bullying. The activities you choose for your school must fit with its extraordinary circumstances. You can get additional ideas for activities for all members of the school community and of the school for all grades on numerous internet sites related to developing a supportive learning environment, positive school climate and preventing bullying.</p> <p>Here are a few that have whole school activities described: www.teachsafeschools.org www.peacefulschoolsinternational.org www.stopbullyingnow.gov School Mental Health Ontario</p>
--------------------------	--

INTERVENTION	INTERVENTION: ACTIVITIES THAT FOCUS ON INDIVIDUALS WHO ARE INVOLVED IN BULLYING PROBLEMS – AS THE CHILD OR YOUTH WHO BULLIES, THE CHILD OR YOUTH WHO IS VICTIMIZED, OR THE CHILD OR YOUTH WHO WITNESSES THE BULLYING
School Level	<p>When addressing bullying, AOO staff members would ask the following questions:</p> <ul style="list-style-type: none"> • What are the children or youth circumstances? • What is the nature of the bullying behaviour? • How frequent and severe is the bullying? • What is the impact of the behavior on the school climate? • Where in the school is the bullying taking place? • What interventions will promote positive behavior in this student and be both corrective and supportive? • Is the response based on current school, board and ministry policies and guidelines (e.g., considering mitigating and other factors)? <p>Below are the steps to be taken when responding to aggressive and/or bullying incidents that could happen at your school. The steps are based on the Progressive Discipline PPM 145. Progressive discipline utilizes a continuum of interventions to provide support to teach appropriate behaviours and consequences to address appropriate behaviour. The six steps to address bullying are outlined in the chart below.</p> <p>Responding to Aggressive and Bullying Incidents:</p>



AOOL School Specific Interventions

- 1) Progressive Discipline
- 2) Restorative Practices
- 3) Long-term strategies to be both corrective and supportive that include access to the CYW and one-to-one or small group work on Zones of Regulation/Tools for Life

INTERVENE IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 1

Step 1: Identify

This level of intervention applies to all aggressive and bullying incidents.

Stop the Aggression or Bullying

Response is immediate and takes about 3 minutes.	<p>It is important that all children and youth understand the school's commitment to ensuring their safety.</p> <ul style="list-style-type: none"> • Interrupt the bullying in front of anyone who witnesses it. Say, <i>"Stop it. That's bullying."</i> • Make sure all children and youth in the area hear your comments. <p>Identify the Behaviour as Aggression or Bullying</p> <p>A major goal is to take the "spotlight" off the child/youth being targeted and turn the focus to the behavior.</p> <ul style="list-style-type: none"> • Label the form of bullying (physical, verbal, social or electronic): <i>"I noticed (saw, heard) _____."</i> • Identify the problem behaviour with reference to the school's Code of Conduct: <i>"Our school's Code of Conduct says we must treat everyone with respect."</i> <p>Broaden the Response</p> <p>Help children or youth who bully realize the negative impacts of their actions.</p> <ul style="list-style-type: none"> • Identify the aggression and bullying behavior in the context of the impact on other children and youth at the school: <i>"This can also hurt others who overhear it."</i> • Identify the behaviour, <u>not the person</u>, as negative and indicate the expectations for children or youth: <i>"At this school, we do not put people down."</i> or <i>"Our school does not appreciate hurtful behavior. We support and are respectful to other children/youth."</i> <p>Ask for Positive Change in Future Behavior</p> <p>Speak directly to the child or youth who is bullying and personalize the response.</p> <ul style="list-style-type: none"> • <i>"(Use the child/youth's name), please pause and think before you act."</i> Be sure to be supportive to the child or youth who was victimized. • Check in with the child or youth who was bullied: <i>"All children and youth in our school have the right to be safe and be treated respectfully. I am sorry this happened to you and I will work to help ensure that it will not happen again."</i>
Response requires short-term follow up.	<p>Follow up</p> <ul style="list-style-type: none"> • Record the incident and report it to the principal. • Determine if this is bullying or aggression (use the tool). If this is bullying, continue to Step 2.
INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 2	
Step 2: Educate	This is a response to every bullying incident. Complete Step 1 first.

	<p>Identify (See above)</p> <ul style="list-style-type: none"> • Includes all steps in Step 1.
	<p>Educational Opportunities for Learning</p> <p>Children and youth who bully must learn that their behaviour is inappropriate and harmful to the other people involved. They need to acquire the understanding and skills that allow them to interact positively and respectfully with others. Educational learning opportunities will help children and youth develop the insights and empathy needed to modify their behaviour.</p> <p>Educational learning opportunities must be (a) swift, (b) consistently applied, and (c) delivered in a nonaggressive manner—<i>hostile adults inadvertently teach children to use aggression.</i></p> <p>Examples of Educational Consequences Have the child or youth who bullied:</p> <ul style="list-style-type: none"> • Lead a class discussion (e.g., harmful effects of bullying, how peers can prevent bullying) • Write a story (e.g., about the negative impact of bullying) • Write a note to their parents/guardians explaining their behaviour and the consequences of it • Develop a role play • Prepare a class presentation • Read about bullying prevention • Make posters for the school • Work on learning to see the perspective of other children/youth and empathize • Work on building leadership skills and find opportunity for positive leadership (e.g., leadership in play, clubs and team involvement)
	<p>Repair</p> <p>Given that children or youth must interact at school, it is important to repair their relationship(s) so that it does not negatively influence the school climate and perceptions of safety. Involve the child or youth who was bullying in making amends or repairing the relationship to help him or her take responsibility for his/her behaviour and to develop an understanding of the impact of bullying. If the child or youth who was bullying cannot authentically apologize for his/her behaviour, use an indirect method (e.g., writing a letter of apology) rather than a direct apology (e.g., a restorative meeting).</p>
	<p>Follow up (To help ensure ongoing check-ins)</p>

	<p>Contact Parents/Guardians</p> <ul style="list-style-type: none"> • Contact parents/guardians of both the child or youth who engaged in bullying and the child or youth who was bullied • Provide some information about what happened, how it was addressed (progressive discipline, the learning opportunities) while respecting the privacy of all students involved. Explain the monitoring and following-up plans to avoid repeated events • Engage parents/guardians by asking for their support in monitoring the situation and ensuring that it does not happen again • Follow-up with the parents/guardians either with a phone call, email, or note home one week after the event to find out how the child/youth is doing and if further information is needed <p>Monitor the Child or Youth</p> <p>Identify a school staff member who can check in with the child or youth who bullied and the child or youth who was victimized the day following the incident.</p> <p>Use a ‘three, two, one’ strategy:</p> <ul style="list-style-type: none"> (i) Check-in three times in the first week following the incident, (ii) Two times in the second week following the incident and, (iii) One time in the third week following the incident. <p>Frequent check-ins with the child or youth who bullied let him/her know that adults are concerned about the behaviour and are monitoring the situation to help ensure that the bullying has stopped. It also supports the child or youth who was victimized, by reinforcing his/her understanding that he/she has a right to be safe, that the adults in the school are concerned about safety, and that they are following up to help ensure that the bullying has stopped.</p>
INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 3	
Step 3: Support and Counsel	Children and youth who are repeatedly involved in bullying may require more intensive support.
Response is on the spot.	<p>Identify</p> <ul style="list-style-type: none"> • Includes all steps in Step 1. • See above descriptions.
	<p>Educate</p>

	<ul style="list-style-type: none"> • Includes all steps in Step 2. • See above descriptions
	<p>Developing a Long-Term Strategy for the Student who Bullies and for the Student who is Victimized</p> <p>When a problem with either the child who engages in bullying or the child being bullied persists over time despite educational intervention, more intensive support is required:</p> <ul style="list-style-type: none"> • Identify the supports that are available within the school, board, and community to assist in the interventions for the child/youth involved in bullying • Meet with parents/guardians to review the problem and potential solutions which may include exploring the underlying causes of the aggressive behaviour, as well as recognizing the child/youths' strengths and challenges • Based on the child/youths' needs consider the appropriate intervention (e.g., individual counselling, mental health support, parenting/guardian support, skills training). • Assess the need for academic support • Work with the parents/guardians to connect with the appropriate supports and resources within the school, the board, or the community
	<p>Monitoring and Follow-up</p> <p>Follow up with parents/guardians and the child/youth to continue the support and help ensure that positive progress is being made.</p>
INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 4	
Step 4: Apply in-school sanctions	Children and youth who are not responding to Steps 1 – 3, may need to have sanctions applied while at school.
	<p>Identify</p> <ul style="list-style-type: none"> • Includes all steps in Step 1. • See above descriptions.
	<p>Educate</p> <ul style="list-style-type: none"> • Includes all steps in Step 2. • See above descriptions.
	Engaging in a Long Term Strategy

	<ul style="list-style-type: none"> • Includes all steps in Step 3. • See above descriptions.
	<p>Apply in-school Sanctions to child/youth Engaging in Bullying</p> <p>If the above steps have not been successful in stopping bullying and learning positive behaviours, it may be necessary to introduce appropriate consequences. Schools determine their own progressive discipline measures (e.g., exclusion from extracurricular school activities, think papers, community service, detention etc.) to keep children and youth safe. Considering mitigating factors, detention has been identified as an appropriate strategy within the Ministry of Education's Progressive Discipline Policy.</p>
INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 5	
Step 5: Suspend	Once mitigating factors have been taken into account, students may remain on this level for repeated bullying incidents.
	<p>Identify</p> <ul style="list-style-type: none"> • Includes all steps in Step 1.
	<p>Educate</p> <ul style="list-style-type: none"> • Includes all steps in Step 2.
	<p>Engaging in a Long Term Strategy</p> <ul style="list-style-type: none"> • Includes all steps in Step 3.
	<p>Apply in-school Sanctions to child/ youth Engaging in Bullying</p> <ul style="list-style-type: none"> • Includes all steps in Step 4.
	<p>Suspend child/youth Engaging in Bullying</p> <p>For safety reasons, it may be necessary to exclude the child/youth from the school for a limited time. It is important for the child/youth to remain connected to the school and to his/her academic program, consequently, providing access to learning resources. Developing reintegration strategies sets the expectation that the child/youth will rejoin the school community and abide by the school bullying prevention plan and code of conduct. If available, children/youth can be referred to alternative programs that build skills, behaviours, and positive attitudes, and ongoing learning opportunities.</p>
INTERVENING IN AGGRESSIVE AND/OR BULLYING INTERACTIONS: STEP 6	
Step 6: Expel	This is the final step.
	Identify

	Educate
	Engaging in a Long Term Strategy
	Apply in-school Sanctions to child/youth Engaging in Bullying
	Suspend child/youth Engaging in Bullying
	Expel child/youth Engaging in Bullying <ul style="list-style-type: none"> • According to the Ministry of Education, in extreme cases, a decision may be made that a child/youth cannot return to his/her school.

FOLLOW UP	
	<p>The only way that you will know whether bullying has stopped is by following up with the victimized child/youth. Set up regular follow up meetings.</p> <p>For example, the following meeting schedule can be effective:</p> <ul style="list-style-type: none"> i) daily for the first week ii) every other day during the second week, and iii) once during the third week if the bullying has stopped. <p>In these follow up meetings, you can focus your discussion on questions such as:</p> <ul style="list-style-type: none"> 1) How have things at school been for you since we last met? 2) Have you experienced any bullying? 3) Have you experienced any problems because you reported bullying? 4) Are there other students you can stay with so that you feel safe? <p>If children and youth still experience bullying during the follow up period, you need to reinforce strategies with those who are bullying to help ensure it stops.</p>

Final Consideration

To understand and effectively address bullying, a “binocular” view is needed. With only one lens, the focus is limited to the individual needs of students involved in all roles within bullying: those being aggressive, those being victimized, and those who witness bullying. This singular view, however, falls short in providing a thorough understanding of bullying problems. By adding a second lens, as with binoculars, it can expand the focus to include student’s relationships. This second perspective considers the social dynamics in their peer groups—and the roles that adults play in shaping their experiences. Together these two lenses offer a more comprehensive perspective on bullying problems. This deeper understanding of the complexity of the issues will lead to recognize the multiple approaches required to address bullying problems.

Specific to Annunciation of Our Lord CES

What preventative measures are in place at AOOL CES?

- Public Health Nurse aligned with the school since we are identified as a “target school”
- Access to the school Social Worker Tiziana Filice-Greco
- Access to the school Child and Youth Worker, Mrs. Jessica Keilor
- Zones of Regulation
- Tools for Life
- Friendship benches and Restorative Practice Poster Plaques
- Health Action Team
- Student Council
- Restorative Practices with the 'Talking Feather'
- Progressive Discipline
- Social Justice Initiatives
- Roots of Empathy
- Christian Meditation
- Strong Home-Parish-School Partnership through grant to support strengthening connections
- Promote and encourage participation in HWCDSB Demographic & Wellness Survey
- Daily positive messages/affirmations via morning announcements
- Resilience Project: Students focus on creating four finger affirmations to promote positive self-talk and resilience
- Each Belongs and ‘Rainbow War’ Initiative (November Bullying Prevention Week)

OCTOBER 2023

Five Goals and Actions:

- **Managing Stressors and Recovering in Healthy Ways**
 - Continue implementing Zones of Regulation and Tools for Life in an explicit way across the school
 - Explicitly teach strategies to address stress and anxiety (deep breathing, meditation, squishy balls, quiet space, natural lighting, etc)
 - 3:2:1 Rule....incidents will be tracked three times the first week, two times the second week and once the third week

- **Advocacy for Children...ensuring each child has a significant other on staff**
 - Ask each staff member to connect with each child in the class once a month
 - Ensure that each child has at least one significant adult upon whom they can rely
 - Staff identification of strengths and concerns in school – 2 for 20 Initiative (2 students who are NOT in your class; establish a contact, make a connection)

- **Restorative Practices**
 - Restorative/Social Practice Circles with 'talking feather' (followed up by 3:2:1 Rule)
 - In Class modeling of the 'Restorative Practice' Conflict Resolution model
 - Morning announcement that reminds children of 'talking about conflict/problems, acknowledging others' feeling and coming to shared understanding

- **Active Initiatives to Nurture Wellness, Belonging and Positive Climate**
 - Friendship Benches: children who are lonely and want a friend with whom to play sit on one of two friendship benches; signal for other children to approach and invite into belonging
 - Public Health Nurse and various initiatives including the Health Action Team
 - Active School-Wide Awareness Initiative – Equity, Diversity, and Inclusion Initiatives, See Me in HWCDSB survey participation and “Each Belongs”

- **Active School-Wide Awareness Initiative: RAINBOW WAR - Diversity and Inclusion and 'Each Belongs'.**

- Media Literacy Presentation of Rainbow War – theme of tolerance, acceptance, and Each Belongs; celebrating our differences and the truism that we are so much more than the sum of our individual parts when we come together.
- A follow-up, in class activity assigned to each child: a media literacy opportunity
 1. Each child will be asked the following question: **“What does diversity and inclusion and ‘each belongs’ mean to you?”**
 2. Grade K-8 Students will create a poster to illustrate their responses to the question.
 3. Align explicitly with our Catholic teachings: “Whatsoever you do to the least of my brothers, that you do unto me.”

Success Criteria for Poster:

My messages are clear.

My messages have to do with diversity and inclusion and ‘each belongs’.

My message includes a call to specific actions for others.

My poster leaves the viewer with a challenge to create a better society.

My poster leaves the viewer with an understanding that we are better together and that we are so much more than the sum of our individual parts...when we celebrate the uniqueness of each other.

My poster leaves the viewer with an understanding that when we honour the special qualities of others and blend with our own, we create something unique for the world.

My poster leaves the viewer with a sense of hope for a bully-free society that is grounded in equity, diversity, and inclusion.

My poster leaves the viewer with an ultimate message that bullying will NEVER be tolerated at AOOL.

Wonderful Resource to Support the Mental Health Team and the School's Work Moving Forward

<http://www.prevnet.ca/bullying/facts-and-solutions>

How Do We Measure Impact:

- Lower incidents of bullying and unresolved conflict
- Students’ ability to convey an understanding of ‘Zones of Regulation’ and Restorative Practices when asked

The Annunciation of Our Lord CES community remains committed to the wellness of all and embraces the stance that we are called to be present for each other as merchants of hope. Working together, we build a better future for everyone. When we take a stand to #EndBullying as per the WE foundation and our Gospel values, we all contribute to making the world a better place.

OCTOBER 2023