



BULLYING PREVENTION PLAN FOR SAFE AND MENTALLY HEALTHY SCHOOLS

School Name: St. Patrick's Catholic High School	Date: February 14, 2022
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Safe School Action Team Composition: Please indicate number of representatives in the following categories:

Students: 7	Teaching Staff: 1	Non-Teaching: 3	Parents: 2	Community: 3	Admin: 1
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Points for Consideration:

<p>Effective Action Plans consider the following sources of information:</p> <ul style="list-style-type: none"> ● Current survey results (school climate) ● Survey trends- who is marginalized? ● Suspension reports - is there over-representation from vulnerable populations? ● Addressing anti-racism and anti-oppression in schools ● Feedback about safe and mentally healthy initiatives ● Focus groups of students and educational partners ● Audits of physical environment re: safe and mental health safe places ● Review of existing programs and policies ● Information and input from parents and community partners ● Violent incident reports ● Students sent to other schools, alt centres, offsite programs ● Referrals to mental health agencies/partners ● Consider the need for staff and student training, resources and timelines 	<p>Effective safe and mentally healthy school programs:</p> <ul style="list-style-type: none"> ● School climate data from 2021 ● Are comprehensive in nature and adhere to the Foundations of a Healthy School ● Reflect our mission and focus on Equity and Inclusion for all ● Reflect our faith ● Focus on skill-building ● Focus on strengths of students and staff ● Select appropriate targets for change ● Select evidence-based strategies and programs ● Include students in the planning, implementing, and evaluating of activities ● Include parents in the planning and decision-making process ● Focus on the changing social and physical environment ● Attend to effective implementation practices
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Consider some of the following questions to help guide discussion and move you toward developing and selecting your school goals:

1. In what ways are 'Safe and Mentally Healthy Schools' embedded into your school's curricular programs? Are programs evidence-based and age-appropriate? Do gaps exist in any grade?
2. Do staff know the resources and guidelines provided for Safe Schools and Mental Health by the Ministry of Education? What type of training will be done?
3. Do all stakeholders feel welcome and involved in your school activities? What gaps, if any, are evident? How are you considering input from a lens of equity?
4. Are there comprehensive initiatives/programs that focus on positive, strength-based assets? Are students and parents involved in the planning, decision-making for these initiatives?
5. Are faith-based practices focusing on spiritual and emotional health promoted as part of safe and mentally healthy schools?
6. Do you have anonymous confidential reporting at your school? Consider how students and staff report on mental health and bullying in your school.

Based on the information gathered and questions answered above identify up to three goals your school plans to implement. Complete the template below for each goal the team has identified.

Goal #1			
Specific Goal:	Specific Implementation Strategies:	Timelines:	Indicators of Success:
If we build staff capacity with useful tools then we can educate students about the impact of social media on their lives and support the mental health needs of our students.	<ul style="list-style-type: none"> ● Provide current training for all staff ● Weekly Student Success meetings ● Explicitly teach students how to respond to unfavourable content on social media. 	Ongoing	<ul style="list-style-type: none"> ● Increased communication and conversation about the positive and negative impact of social media on students.
This goal is related to:	Stakeholders involved in the implementation and outcome of this goal:	How will you communicate the goal to stakeholders?	
School Climate Survey Staff needs and input	<ul style="list-style-type: none"> ● all staff ● all students 	<ul style="list-style-type: none"> ● School newsletter ● PD days ● Curriculum connections 	

Goal #2			
<p>Specific Goal:</p> <p>If we hold up and connect with the Ontario Catholic Graduate Expectations then we can explicitly educate students to develop a Catholic world view through media literacy.</p>	<p>Specific Implementation Strategies:</p> <ul style="list-style-type: none"> ● Media literacy education - specifically social media and its impact on how we see the world. 	<p>Timelines:</p> <p>Ongoing</p>	<p>Indicators of Success:</p> <ul style="list-style-type: none"> ● Reduction in bullying and harassment reporting (formal and informal).
<p>This goal is related to:</p> <p>Staff needs and input</p>	<p>Stakeholders involved in the implementation and outcome of this goal:</p> <ul style="list-style-type: none"> ● all staff ● all students 	<p>How will you communicate the goal to stakeholders?</p> <ul style="list-style-type: none"> ● School newsletter ● PD days ● Curriculum connections ● School Council Meetings 	

Goal #3			
<p>Specific Goal:</p> <p>To increase and diversify opportunities for students to explore well-being.</p>	<p>Specific Implementation Strategies:</p> <ul style="list-style-type: none"> ● Wellness Videos that relate to SCCDSB virtues of the month. <ul style="list-style-type: none"> ● Aligning with our faith-based curriculum. ● Aligning with our Catholic Education. ● Making small little differences in both staff and students. ● Bringing awareness to that virtue. ● Universal approach. ● Kindness Week <ul style="list-style-type: none"> ● Universal approach to spreading kindness ● Finding creative ways to reach all students and staff (kindness cards, announcements, quotes in the halls). <p><u>Future Initiatives:</u></p>	<p>Timelines:</p> <p>Ongoing</p>	<p>Indicators of Success:</p> <ul style="list-style-type: none"> ● Reduction in bullying and harassment reporting (formal and informal). ● Increased participation in well-being initiatives. ● School Climate Survey

- Future Guest Speakers/Wellness Conferences
 - Universal approach
 - Supporting students needs/wants.
 - Listening to student voices.
 - Expanding their knowledge toward mental health and how to take care of their own.

- Promoting Self Care/Wellness Tips of the Week.
 - Benefits all staff and students.
 - Aligns with School Climate Data.
 - Each self-care/wellness tip is backed by evidence-based research.
 - Universal approach

- Religion Classroom Visits
 - Each Religion class received 3 visits from a CYW.
 - Conversations around self-awareness, optimism, coping strategies and kindness.
 - Universal approach
 - Supporting concerns from School Climate Data.

- Expanding Staff Knowledge
 - Expanding staff knowledge on wellness vs. illness.
 - Universal Approach
 - Using Staff Meetings or PD to have these conversations.

- Student Wellness Conference
 - Hearing student voice-getting their input.
 - Finding new and creative ways to support student mental health.
 - Bringing awareness to mental health and school supports.

	<ul style="list-style-type: none"> • Universal approach • Mental Health Week <ul style="list-style-type: none"> • Bringing awareness to wellness over illness. • Continuing with the conversation around Mental Health (brought forward in the surveys from the Wellness Conference). • Using announcements to reach students . • Universal approach • Creating a Gay-Straight Alliance within the school <ul style="list-style-type: none"> • Universal approach • From School Climate Data-creating an inclusive atmosphere. • Staff needs and input. 		
<p>This goal is related to:</p> <p>School Climate Survey</p> <p>Review of existing programs and policies.</p>	<p>Stakeholders involved in the implementation and outcome of this goal:</p> <ul style="list-style-type: none"> • Bullying Prevention Planning Team 	<p>How will you communicate the goal to stakeholders?</p> <ul style="list-style-type: none"> • School newsletter • PD days • Curriculum connections • Department Head and Staff meetings 	

Bullying Prevention and Intervention

In creating bullying prevention and intervention plans, the Ministry of Education provides boards with definitions that should be considered when developing Bullying Prevention and Intervention Plans.

From Policy/Program Memorandum No. 144, Bullying means aggressive and typically repeated behaviour by a pupil where:

(a) the behaviour is intended by the pupil to have the effect of, or the pupil ought to know that the behaviour would be likely to have the effect of, 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 creating a negative environment at a school for another individual and,

(b) the behaviour occurs in a context where there is a real or perceived power imbalance between the pupil 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 expression, race, disability, or the receipt of special education.

Bullying includes the use of any physical, verbal, electronic, written, or other means.

Bullying is distinguished from conflict by the presence of a power imbalance. For bullying, there is a power imbalance whereas in conflict the power balance is more likely to be equal.

Cyberbullying includes the use of electronic means and communication technologies (e.g., email, cell phones, blogs, web pages,) to support deliberate, repeated, and hostile behaviour by an individual or group, intended to harm others.

Aggressive behaviour may be intentional or unintentional, direct, or indirect. Aggressive behaviour can take various forms including physical, verbal, and social or relational. Aggressive social behaviour can also occur via the use of technology.

Some of the following references or resources may be helpful:

- The Promoting Relationships and Eliminating Violence Network (PREVNet) at <https://www.prevnet.ca/>
- School Mental Health Ontario Equity and Allyship Social Media Bundles:
<https://smho-smso.ca/blog/online-resources/equity-and-allyship-social-media-bundles/>

Next Safe and Mentally Healthy Schools Action Team Meeting Dates:

1. March 21, 2022
2. May 24, 2022