

NAME OF SCHOOL

Level of Instruction: High School

Number of Students: 1220

* Date of Governing Board Approval: Jan.30th, 2017

* Date of Action Plan Revision: Jan.13th, 2017

Principal's Signature: _____

Governing Board Chairperson's Signature: _____

Quebec Education Act (QEA)

Bullying: Any repeated direct or indirect behavior, comment, act or gesture, including in cyberspace, whether deliberate or not, which occurs in a context where there is a power imbalance between the persons concerned and which causes distress and injures, hurts, oppresses, intimidates or ostracizes.

Violence: Any intentional demonstration of verbal, written, physical, psychological or sexual force which causes distress and injures, hurts or oppresses a person by attacking their psychological or physical integrity or well-being, or their rights or property.

EMSB Safe Physical and Cyber Environment Policy (2013)

The English Montreal School Board (EMSB) believes that every member of its community has the right to learn and work in a safe physical and cyber environment. The EMSB advocates a strong safety and prevention focus which includes student education and support, as well as professional development as per the Quebec Education Program (Q.E.P.) and the EMSB's Strategic Plan.

Our Safe School Action Plan

This plan outlines the measures for preventing and responding to acts of bullying and violence in our school in accordance with the EMSB Safe Physical and Cyber Environment Policy and the Quebec Education Act (QEA).

Our school is committed to providing our students with a safe and caring learning environment. We encourage all members of our school community to act with respect and kindness towards others. Our school expects students, parents/guardians and others who witness or learn about an act of violence or bullying involving a student to report it promptly. Our school administration will take the necessary steps in investigating reports and ensuring safety for those concerned.

Safe School Team

Our Safe School team is working to ensure safety and maintain a positive school environment. Every year, members of our team review and update our Safe School Action Plan.

Our Safe School Team members are:

- Donna Manos (Principal)
- Despina Michakis (Vice-Principal)
- David Servello (Vice-Principal)
- Marsha Excellent (Vice-Principal)
- Rea Limperopoulos (Vice-Principal)
- Sherilyn Bell (Guidance-Junior)
- Alison Sipos (Guidance-Senior)
- Andrew Adams (Junior Teacher)
- Natalie Najarian (Senior Teacher)
- John Kokkinos (Sec. V Student)
- Brigitte Levesque (Agente Socio-Communautaire SPVM)

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School Climate

Assessing the school climate helps us understand how safe students feel in their learning environment and allows us to reflect on what improvements we can make to reduce the potential of bullying and violence. Our school collects data from the following sources:

Tell Them from Me Student Surveys

Records of school suspensions

Incident reports

Staff survey

Based on our data analysis, we have established the following priorities for the coming school year:

- *To improve the sentiment of safety during transition times and after school by increasing supervision of hallway and school grounds.*
- *To develop students' awareness about the appropriate use and the potential risks of social media through ongoing planned educational activities, workshops and the enforcement of the Lauren Hill Acceptable Use Policy*

Prevention

As part of a wider effort to increase protective factors and educate on issues related to bullying and violence, our school will:

- *Continue to print the school code of conduct in the student agenda and display it as well on the school website.*
- *Implement a partnership with Chabbad Lifeline to support students with addictions as well as provide support for their families.*
- *Continue to partner with Sun Youth Organization and hire a full-time Sun Youth Anti-bullying student supervisor.*
- *Continue student leadership program*
- *Continue to promote the values of diversity and inclusion by conducting activities and workshops with :*
 - *Tolerance Caravan (Equal rights and treatment of all individuals)*
 - *ACCM (Healthy relationships)*
 - *The Montreal Alouettes*
 - *Leave Out Violence (LOVE)*
 - *SILK (Sexual Information Leads to Knowledge)*
 - *Black Community Resource Centre (Sexting and Cyberbullying legal implications)*
- *Raise awareness about risky behaviours by using the services of*
 - *The McGill Sexual Assault Centre*

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- MADD (Mothers against drunk driving)
- Continue the Best Buddies program
- Continue to offer an array of extra-curricular programs, such as:
 - Fitness Centre
 - Dance
 - Band
 - Sports
 - Radio
 - Prefects
 - Drama

Collaborating with Families

Families are instrumental in helping schools prevent, detect and resolve incidents of bullying and violence. Through such means as organized events, distribution of information sheets, newsletters posted on the school web site, social media, presentations and individual meetings, our school will actively support and encourage families to:

- *Recognize signs of distress in their child.*
- *Understand the difference between conflict and bullying.*
- *Report suspected acts of bullying or violence to the school administration.*
- *Reinforce pro-social behaviours in their child/youth.*
- *Collaborate with school staff in finding solutions if their child is involved in acts of bullying or violence.*

Response Procedures

Our school is committed to ensure that professional and teaching staff members receive ongoing training on how to respond appropriately when witnessing or being made aware of harmful behaviours. Claims of bullying and violence will be investigated according to guidelines established in our school. Emphasis will be on assuring safety, promoting accountability with consideration to mitigating factors, and repairing harm.

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Reporting Procedures

The protocol for reporting incidents of bullying and or violence will be described in the student agenda and school website. The protocol will explain that:

- *Students are provided with confidential, safe and age-appropriate ways to report an incident (e.g. by talking to a staff member, by submitting a note in a designated box.*
- *Staff members complete a reporting form to alert the administration to investigate and follow up promptly after an incident has occurred.*
- *Parents/guardians can report to (their child's teacher, school administrator, behaviour technician...) in person, with a direct phone call or by email*

Measures to Protect Confidentiality

Our school pledges to take steps to protect the confidentiality of persons involved (victim, offender, witness) in a bullying or violent incident. Our staff and families will be reminded that they are to share information about an incident strictly on a need to know basis with consideration to the feelings and privacy of individuals. Reports will be kept confidential in a secure location.

Supervisory & Support Measures

In order to support any student who has been involved in, targeted or affected by bullying and/or other harming behaviors, our school staff may arrange for the following:

- *Consultations with guidance counselor, behaviour technicians, and other appropriate school professionals.*
- *Referrals to external agencies :*
 - *Chabbad Lifeline(Drugs and addiction)*
 - *Maison Jean Lapointe (Drug Prévention)*
 - *Pavilion Foster (Drug counseling)*
 - *Herzl Family Clinic*
- *Meetings with parents/guardians to reinforce social skills building activities at home.*
- *Meeting with agent(e)s socio-communautaire (SPVM)*
- *Relevant educational activities for students.*

Disciplinary Measures

If after investigation, claims of bullying or violence are confirmed, the principal or designee will determine what disciplinary measures will be required. The school's disciplinary measures will be formative, fair (considering the nature, severity &

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frequency of act as well as any other mitigating factors) and respect legal requirements regarding the confidentiality of students.

In line with the EMSB Safe Physical and Cyber Environment policy, police may be contacted when a criminal act or threat of a criminal act may be involved.

Follow-Up Measures

Our school will take necessary steps to protect students from harm or retaliation after an incident has occurred. The school will ensure a proper follow-up by:

- *Documenting the investigation process, interventions and communications with parties involved.*
- *Maintaining communication with families, staff and students involved in the incident.*
- *Verifying that support services are offered as required.*
- *Checking in with students to ensure well-being and to prevent escalation or retaliation.*
- *Providing educational services to the wider school population if the incident reflects a larger problem within the school.*

Resources

We encourage members of our school community to be informed on bullying and violence prevention related issues by consulting the following:

- <http://www.education.gouv.qc.ca/en/log-in-to-the-positive/>
- <http://www.prevnet.ca/>
- www.NeedHelpNow.ca
- www.kidshelpline.com
- www.p10.qc.ca – Bisexual and Gay Support
- <http://www.sexualityandu.ca/> - Sexual Education/Support