

## **Bullying & Violence FAQ**

### **What is Bullying?**

As per Bill 56, the word “bullying” means any repeated direct or indirect behaviour, comment, act or gesture, whether deliberate or not, (including in person or via digital communication), 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.

The word “violence” means 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.

### **What is Bill 56?**

Bill 56 is an Act passed by the Quebec National Assembly in June 2012 to prevent and stop bullying and violence in schools. Resulting amendments to the Education Act and the Act respecting private education now require that every public and private educational institution is required to adopt and implement an anti-bullying and anti-violence plan.

### **What does Bullying look like?**

Bullying can take on many forms such as:

1. Physical: Harm done to person or their property
2. Verbal: Insults or name calling
3. Social: Intentional exclusion from groups or events.
4. Cyber bullying - including and not limited to online and or You Tube threats, insults, rumors, identity stealing, harassment, discrimination, defamation, filtering or online blocking, “flaming” (provocative cellphone messaging), posting

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fights, inappropriate messages, images, photos, incitement to “out” one or more persons, etc...

### **Does the school have an anti-bullying and anti-violence plan?**

Yes, in response to Bill 56, St. George's has created a Bullying and Violence Protocols and Plan document which was ratified by the Board of Directors in January 2013. The purpose behind this plan is to identify and document the following:

- Describe the prevention measures in place (current and future) designed to put an end to all forms of bullying and violence
- Identify the measures to encourage parents to collaborate with us in preventing and stopping bullying and violence
- Outline the strategies for creating a healthy and secure learning environment for our students
- Specify the actions to be taken and the supervisory or support measures to be offered when an act of bullying and/or violence is observed.
- Outline the disciplinary measures applicable to bullying and/or violence and specify the follow-up required in the event of any report or complaint concerning an act of bullying and/or violence.

### **Who is responsible for the prevention of Bullying and Violence at St. George's?**

The school will annually appoint and/or identify the members of a Prevention Team whose composition shall include but not be limited to the following individuals:

- Assistant Head, Elementary
- Assistant Head, High School
- Guidance Counselor, High School
- Teacher Representative, High School
- Teacher Representative, Elementary School
- Two Student Representatives
- Student Supervisor, High School
- Parent Representative

*Responsibilities of the Prevention Team include:*



- Assessing the level of intervention required using the data that will be gathered through surveys which will be given to students at the elementary and high school levels
- Planning, for the course of each academic year, how the topic of Bullying and Violence should be addressed. Note that the Assistant Heads have the right to accept, decline any and all activities if they deem such activities do not follow the founding principles, mission and educational project of St. George's School.
- The Assistant Heads will gather all school reported incidents and formulate a report which will be submitted to the Head of School, Board Chair and MELS at the end of each academic year.

### **What are some of the prevention measures currently in place at St. George's?**

As a practice and respecting the schools mission to encourage personal growth and become responsible world citizens, bullying, intimidation and violence is addressed on an ongoing basis through the use of:

- Class discussions
- Assemblies
- One on one intervention
- Teacher-student conferences
- Advisor groups
- Administrative intervention
- Invited speakers to address parents during Parent Breakfast meetings on the topic of Bullying and Intimidation
- Guidance Counselor (HS), School Psychologist (ES) and/or Student Support Coordinator (ES) are readily available to listen and assist students at all times

### **What are some of the prevention measures planned for the future?**

- Regular assemblies will be conducted to address and discuss Bullying and Violence in School
- Students, teachers and parents will have access, through the Assistant Heads, a reporting form which should be submitted as per Step 2 as outlined in the Respectful Behaviour Policy
- Digital Citizenship will continue to be addressed by the IT Team at the ES and HS
- Sessions for parents on Internet Safety, Bullying and Violence



- Organizing a series of lectures for students about Cyber safety, social networking etc.
- The inclusion of links on the parent bulletin to various websites for the prevention and dealing with acts of bullying and violence

### **Does the School involve outside resources to help with severe incidences of bullying and/or violence?**

The Assistant Head(s) will call upon a Crisis Management Team if a situation arises and requires such intervention. The team will consist of the following people as appropriate;

- The Head of School
- Assistant Head(s)
- Psychologist/Guidance Counselor/Coordinator of Student Support (ES)
- Student Supervisor (HS)
- Health Practitioner (if required)
- Ometz
- Local

*In response to a situation requiring involvement of the Crisis Management Team:*

1. The team will meet and immediately assess the situation
2. The Assistant Head will contact the parents to inform them of the situation
3. The student will be directed to immediate medical/health intervention (if required)
4. A meeting will be held with the parents to determine best course of action for future school reintegration (if feasible) and support measures to be put in place for the child (home and school)

### **What measures are taken by the school for unacceptable behavior involving bullying or violence?**

With the exception of severe incidents, all initial comportment issues, including bullying and/or violence are addressed by the Teacher, Advisor or Student Supervisor. Please refer to the Student-Parent Handbook Appendix 1, Respectful Behavior Policy for details on disciplinary measures. [www.stgeorges.qc.ca/handbook](http://www.stgeorges.qc.ca/handbook)

### **Where can I find more information about Bullying and Violence?**

Please see our Parenting Links [www.stgeorges.qc.ca/page.cfm?p=898](http://www.stgeorges.qc.ca/page.cfm?p=898) on our website for interesting articles about Bullying and its prevention.