

Kilbride Public School

Bullying Prevention and Intervention Action Plan Template 2025-2026

Providing students with an opportunity to learn and develop in a safe and respectful society is a shared responsibility in which the Board and our schools play an important role. Schools with bullying prevention and intervention strategies foster a positive learning and teaching environment that supports academic achievement for all students and that helps students reach their full potential. Bullying prevention and intervention strategies must be modeled by all members of the school community.

from HDSB Bullying Prevention and Intervention Administrative Procedure

Definition of Bullying

Bullying means **aggressive and typically repeated behaviour** by a student where,

- a) the behaviour is intended, or the student ought to know that the behaviour would be likely to have that effect of,
 - causing fear or distress to another individual, including physical, psychological, social or academic harm, harm to the person's reputation or property, or
 - creating a negative environment at the 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 behaviour includes the use of any physical, verbal, electronic, written or other means. For the purposes of the definition of bullying, bullying by electronic means (commonly known as cyber-bullying), including, creating a web page or blog in which the creator assumes the identity of another person or impersonating another person as the author of content or messages posted on the internet; communicating material electronically to more than one individual or posting material on a web-site that may be accessed by one or more individuals.

from Accepting Schools Act 2012

WELL-BEING MEMBERSHIP	
<i>School</i>	Kilbride PS
<i>Principal or Vice Principal</i>	Sheilagh Wright
<i>Teacher</i>	Jeff Belford, Angela Watson
<i>Non-Teaching Staff</i>	
<i>Parent</i>	Michell Ristevski
<i>Community Partner</i>	Wafa Benmanoud
<i>Students</i>	Student Leadership team Milli Spiro
WELL-BEING CONTACT PERSON (must be a staff member)	Angela Watson
Contact Email Address	wrights@hdsb.ca

**Types of bullying that exist in our school
(as identified through school based data and information)**

Using previous data, (Have your Say), 30% of students here at Kilbride PS had been bullied, either socially, emotionally or physically. The number of boys is still higher than that of the girls, but the gap is closing, (boys twice as many times as girls.)

School Bullying Prevention SMART Goal

When staff effectively and consistently engage in a culture of inclusion, well being and respect

- students will feel a sense of belonging 80% of the time.
- students will see the rate of bullying decline by 15%
- parents will report that their children feel safe at school and included, 80% of the time.
- students will report bullying, discriminatory and harmful language, 100% of the time so it can be dealt with swiftly and seriously.

**Bullying Prevention and Awareness Strategies/Curricular Connections/Activities
(for whole school, and those students at risk of bullying behaviours)**

Resources:

- Ontario Human Rights Code
- Halton District School Board's Equity and Inclusive Education Policy
- Discriminatory and Harmful Language Protocol

Strategies to Promote Appropriate Student Behaviours and Inclusion:

- Modelling
- Addressing the issue immediately with transparency
- Education and re-education our students on their behaviour
- anti bullying assemblies by Student Leadership Team

Conflict Resolution Strategies:

- CPS
- Community Circles and Restorative Practices
- Strong teacher presence in hallway and recess
- school presentations from Women’s Halton Health staff around healthy friendships, bullying and body image, safe communities,,,,,

Bullying Intervention and Support Strategies

(for individuals who cause harm, are impacted by harm and are witness to harm)

- community services (ROCK, Nelson Youth Centre).
- CYC support within the classroom for group learning and outside, one on one.
- support students who want to make a difference and are interested in developing resources, support for anti-bullying and anti-racism.
- clear and responsive reporting to the community and parent/guardian.
- ongoing messaging during staff meetings and assemblies.
- student check in slips-can be filled out anonymously then discussed at community circle (no names)

Training Resources and Outreach Strategies for Members of the School Staff, Parents and Community

- PIC
- activities and seminars on Mental Health and Well Being (PC spring).
- current research and data to promote our initiatives.

Bullying Prevention and Awareness Responsibilities for:

Staff:

Being keenly aware and responsive to acts of bullying, harmful language and discriminatory language.

Students:

- model respectful behaviour always.
- stand up for one another, not just stand by.

- report all incidents to adults.

Parents:

- reporting any signs or symptoms of bullying, discrimination or lack of inclusion to teachers/admin. Immediately.

Monitoring and Review Process/Timelines

This plan has been shared with staff and parents via: (Underline)

- x Staff Meeting
- x School Council Meeting
- Newsletter
- x School Website (*required*)
- Other

Resources/Reference: Safe and Accepting Schools Policy

- *HDSB Admin Procedure* Bullying Prevention and Intervention
- *HDSB Admin Procedure* Positive School Climate
- TTFM Survey
- Safe Schools Social Workers
- Public Health Nurses