

St. Gabriel School Bullying Plan

2019-2020

Regina Catholic Schools, Policy 9240 – Bullying Prevention, states: The Regina Catholic School Board believes that all pupils have the right to learn and interact in a safe, affirming environment. Bullying behaviour shall not be tolerated and shall be dealt with in a serious and timely manner. All pupils shall be treated with respect and dignity.

It is the mandate of St. Gabriel School to provide a clear message that bullying is unacceptable and apply reasonable, related and respectful consequences in keeping with the school code of conduct and the Bully Prevention Policy of Regina Catholic Schools.

School Responsibility Plan

All parents receive a copy of our School Responsibility Plan which contains the following section on our discipline/behavior policy:

STUDENT BEHAVIOR PLAN

According to our Catholic faith “fruits of the spirit”, and the virtues Michele Borba believes essential to teach children to do the right thing and to help develop moral intelligence.

Borba explains that teaching any new habit – especially those as important as the behaviours associated with these ten virtues and fruits of the spirit – takes time, commitment and patience. Therefore, each month we will focus on a new virtue. The virtue will be emphasized in the classroom, at our morning assemblies and throughout our school environment. As a school community, we will address any instances whereby students are not following the virtues in the following manner:

***Minor infractions** (behaviours that are inappropriate) will have consequences based on the actions of the student, such as apologies, time-outs, removal from activities, phone calls home, or others deemed appropriate by the staff member reporting the incident and/or the principal. Office reports may be filed and if a pattern of behaviour is noted, parents will be contacted.

***Major infractions** (behaviours that are considered to be more serious or to be “bottom line” behaviours) will be recorded as incident reports, and may result in time-outs, removal from activities, in-school interventions, or out-of-school suspensions according to *The Education Act*, Section 154 and RRCSSD Board Policy A9410.1.

Examples of these infractions include:

- (a) persistently displayed overt opposition to authority
- (b) refusal to conform to the rules of the school
- (c) irregular attendance
- (d) habitually neglected duties
- (e) use of profane language or improper language
- (f) gross misconduct (such as physical fighting)

Staff, students, parents and the community of St. Gabriel School will work together to help our students become responsible, caring individuals who embody the credo – “What Would Jesus Do”. Living by these virtues will ensure that we live according to our Gospel values and become compassionate witnesses for Jesus Christ.

- a. Teachers review this policy with each student at the beginning of the year. Acts of bullying would fall under “major infractions” under gross misconduct.
- b. Teachers are also expected to teach a unit on bullying in every classroom, which suits the appropriate grade level.
- c. Incident reports are filed by staff at the office. One of the infractions listed on the form is bullying. Any incident of bullying is investigated by administration.
 - i. If this is the first incident, and the allegation is confirmed by an investigation by administration, the student will receive a warning and/or a consequence. Depending on the severity of the incident, parents will be contacted.
 - ii. If this is a second incident, and it is confirmed through an investigation by administration, parents will be contacted, consequences will be given but will increase in severity. The School Resource Officer may also be involved with one or both families involved.
 - iii. If this is a third incident, and it is confirmed by an investigation by administration, the student will again receive a consequence that increases in severity. A referral will be made to the Student Support Team (SST) as well, with possible involvement of CEC personnel from Student Services. A Response to Intervention (RTI) behavior plan will be put in place with the support of the SST, parents and CEC personnel.
 - iv. If the bullying behavior continues after the initial interventions listed above have been exhausted, the behavior plan will be reviewed and if necessary, a referral to the Student to St. Luke will be suggested. Other interventions will also be explored as determined by the SST and CEC personnel.