



Policy 20: Bullying Prevention and Intervention

Purpose:

Yellowknife Education District No. 1 (YK1) believes that bullying is a serious issue that has far reaching consequences for both the school community and society at large. Providing students with an opportunity to learn and develop in a safe and respectful society is a key responsibility for schools.

Education, going to school, being with friends, should be a positive experience, not one that leaves lingering fears and apprehension. It is important to know that we all have a responsibility to create an environment where everyone feels safe, accepted and valued. It is our responsibility to make our school communities a better place by being respectful of others and standing up against bullying whenever it happens.

At YK1, we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported, and the report will be addressed quickly.

YK1 promotes the elimination of all bullying, specifically bullying that will:

- a) Adversely affect a student's ability to learn;
- b) Adversely affect healthy relationships and the school climate; and
- c) Adversely affect a school's ability to educate its students.

YK1 recognizes that anyone can be bullied and discourages all bullying. It also recognizes that with the access of social media 'cyber bullying' can occur to anyone anywhere at any time, and that some people are especially vulnerable to the effects of bullying, such as the disadvantaged, the disabled and sexual minorities.

Definition

Bullying is a dynamic of unhealthy interaction. Much of the research on bullying to date breaks it down as having three components:

1. It is an intentional negative act that causes harm.
2. It is repeated. The repetition may be by one individual constantly picking on another or it can involve a larger group, maybe a whole class, harassing one individual.
3. There is a desire for power or control over another. Usually one person has a distinct advantage of power over the other. The power differential may be a result of a number of advantages, for example, size, strength, age, social status, number of supporters, etc.

Types of bullying behavior include social aggression, verbal aggression, physical aggression and intimidation.

Implementation

The Superintendent is to implement this policy at all school facilities and functions. The superintendent shall also develop and communicate procedures on bullying prevention and intervention to all schools. Thereafter, each school shall develop and implement school-wide bullying prevention and intervention plans as part of the School Improvement Plan. The Superintendent is further to communicate this policy, and the definition of bullying, to the school community and other school stakeholders.



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All administrators, teaching and non-teaching staff, pupils and parents should:

1. Have an understanding of bullying,
2. Maintain a high level of awareness for bullying and its impacts,
3. Be aware of the school policy on bullying, and follow it when bullying is reported, and
4. Know what they should do if bullying arises.

Components of the plans will include the following (but not be limited to):

- a) The definition of bullying,
- b) Prevention strategies,
- c) Intervention strategies,
- d) Parental involvement,
- e) Integrating anti-bullying education with curriculum,
- f) Training strategies for members of the school community, and
- g) Communication and outreach strategies.

Administration shall develop a monitoring and review process to determine the effectiveness of bullying prevention and intervention policies and procedures.

In addition, the Superintendent is to report at least semi-annually to the Board the number of instances of bullying reported, types, the nature of bullying prevention training throughout the District, and the impact of the District's bullying prevention initiatives. The report also shall include the measures/mitigation taken with respect to those who bully and those who have been bullied.

Policy Review

YK1 believes the impacts of bullying on the education of children must be continually addressed, and that bullying is an ongoing issue. Therefore, to ensure this Policy is current and meets any existing legislation the Policy will be reviewed annually as part of the Board Annual Performance Evaluation.

References/Related Documents:

- Education Act
- Administrative Procedures

Revision History			
Revision	Revision Description	Approved Date	Review Date
1	Adopted	June 2015	2022-2026 Board
2			