



LESTER B. PEARSON HIGH SCHOOL

Level of Instruction: Secondary 1 to Secondary 5

Number of Students: 985

* Date of Governing Board Approval:

* Dates of Action Plan Revision:

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.

SAFE SCHOOL ACTION PLAN FOR THE YEAR 2019- 2020

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).

Lester B. Pearson High School is committed to providing students with a safe and caring learning environment. All members of our school community must act with respect and kindness towards others. We expect all members of the Lester B. Pearson community to be vigilant in reporting incidences of bullying so they can be taken seriously.

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:

- *Lisa Triestino (Vice – Principal): Coordinator*
- *Gilda Alfiero (Teacher)*
- *Guyène Romain (Teacher)*
- *Melanie Moreau (Teacher)*
- *Marta Palumbo (Teacher)*
- *Paul Karpontinis (Teacher)*
- *Jagwinder Lakhian (Teacher)*
- *Natasha Krsteski (Guidance Counsellor)*
- *Michael Plescia (Guidance Counsellor)*
- *Joseph Monachino (Spiritual and Community Animator)*
- *Daniela Passucci (School and CLSC social worker)*
- *Tiana Pomponi (Co-President, Student Council)*
- *Chiara Petrocco (Co-President, Student Council)*

School Climate

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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:

- Our School Survey for students in secondary 1, 3 and 5.
- Incident Reports
- Reports from Ensemble (Sec. 1 and 2)
- Secondary 4 Hear, See, Feel Survey
- Reports and recommendations from LBP guidance counsellors & Support Staff Department

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

- *To increase students' sentiment of feeling safe coming forward with information about incidents that involve students and school safety through education, communication and pedagogical strategies*
- *To increase the percentage of students who feel that school is a place where they can receive advice and support from staff*
- *To decrease the percentage of students who report victimization resulting from bullying.*
- *To decrease the anxiety rates reported by students*

- *To sensitize students about the nature of violence in intimate relationships and to equip them with preventative measures and resources within the school and in the community.*

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 maintain the following:

- *The Lester B. Pearson Student Council Anti-Bullying Committee*
- *The Lester B. Pearson Gender Sexuality Alliance (GSA) Committee*
- *The Lester B. Pearson Ally Program: Bridging stronger connections between the GSA and the rest of the school community as an additional way to foster a safer school environment and to reduce bullying as well as foster equality.*
- *Interactive workshops provided by Ensemble on Violence Prevention and Cultural Diversity. (Junior students)*
- *Random Act of Kindness Squad: Committee of students dedicated to spreading kindness in school and in the community.*
- *Pink Shirt Day*
- *Topics addressed through various core subjects*
- *Sexual Education Curriculum from Secondary 1-5*
- *Sexual education and healthy relationships workshops (Sex Seminar Series)*
- *Live different – Wide reaching impact that kindness has*

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- *Empathy day: A Student Council Initiative*
- *Universal Washroom (Gender Neutral Washroom)*
- *Services From La Maison Jean Lapointe for Junior and Senior students on different types of addiction such as substance abuse, screen addiction, gambling*
- *Activities in support of International Day Against Homophobia and Transphobia by GSA*
- *Digital Citizenship lessons embedded across the curriculum*
- *Safe Spaces (Student Café, Games Room, Zen Zone, GSA, Student Council Room, Sacred Space, Brain Break Room, Universal Washroom)*
- *Workshops offered by Child Care Workers in developing socio-emotional activities*
- *Red Cross Babysitting Certification for students*
- *Anxiety Workshop for Secondary 1 (Guidance Counsellor)*
- *Professional development on bullying and intervention to increase adults' capacity to respond appropriately how to proceed in situations.*
- *Black History Month activities, displays and assembly*
- *Sensitization of Genocide through various workshops, presentations and activities.*
- *Mental Health Awareness Week of workshops and activities*
- *Orientation Day to address School Climate*
- *Collaboration with socio- communautaire agent and STM inspectors*
- *Increased number of staff members certified in First Aid / CPR*

- *To increase the level of visible supervision in the last two weeks of the school year to help students feel safe*

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 website, parent workshops and individual meetings, our school will actively support and encourage families to:

- *Be active partners in the educational process in identifying bullying and in the resolution process.*
- *Collaborate with school staff in finding solutions if their child is involved in acts of bullying or violence.*

Response Procedures

Our school, in collaboration with the school board, 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. An increased number of staff members have also been trained in First Aid and CPR, with now members of the office staff, administration and teaching staff on both the second and third floors having training which will help reduce response when a student(s) is in need of assistance.

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 such as teachers, guidance counsellor, social worker, & administrator or completing an incident report found at the main office).*
- *Staff members complete a student incident report form to alert the administration to investigate and follow up promptly in accordance with formal procedures after an incident has occurred. Have staff members keep a record of instances of bullying and interventions.*

- *Parents/guardians can report to their child's teacher, school administrator, support staff or professional school staff in person, with a direct phone call or by email.*
- *Community groups (youth groups, sports association, STM, etc.) can report to school administration and be involved with school personnel in identifying and resolving bullying.*

Measures to Protect Confidentiality

Our school pledges to take steps to protect the confidentiality of all persons involved in and affected by 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

Our school professionals and staff may take the following steps to support any student who has been involved in, targeted or affected by bullying behaviors.

- *Consultation with guidance counsellors, social worker, nurse, spiritual animator, support staff, student supervisor, teachers and administrators.*
- *In special circumstances or request from administration, guidance counsellors may screen students who demonstrate processing addictions, screen addictions, or substance addictions, in order to refer to our in-house Youth Addiction Counsellor from Chabad Lifeline.*

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- Consultation with our local socio-communautaire agent and local social-service providers if need be.
- Consultation with the Department of Youth Protection, if needed.
- Mediation and conflict resolution sessions with guidance counsellor, support staff or administration.

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 & 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 and students involved in the incident.

- Referral to appropriate internal professional services such as guidance, social work, or nursing.
- Verifying that psychosocial support services are offered as required.
- Follow-up with students will be offered by support staff to ensure well-being and to prevent escalation or retaliation.
- Collaboration with the Youth Leadership Centre when required (i.e. Alternative to Suspension Program, tutoring, etc).
- Providing educational services to the wider school population if the incident reflects a larger problem within the school.

For more information or inquiries, please contact:

Lisa Triestino (Vice-Principal) at: ltriestino@emsb.qc.ca or

(514) 328-4442

N. Krsteski (Guidance Counsellor) at: nkrsteski@emsb.qc.ca or

(514) 328-4442 Ext.:4661

M. Plescia (Guidance Counsellor) at: mplescia@emsb.qc.ca or

(514) 328-4442 EXT.: 4662

Resources

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

- <http://www.prevnet.ca/>
- <http://www.education.gouv.qc.ca/en/current-initiatives/bullying-and-violence-in-the-schools/>
- www.NeedHelpNow.ca