

MAC Olive Grove School BULLYING PREVENTION AND INTERVENTION POLICY

MAC Olive Grove School aims to operate a positive school climate and a safe learning environment by applying a combination of Islamic values and Ontario's approach of progressive discipline. A safe, inclusive and accepting school environment is essential for student achievement and well-being. MAC Olive Grove School's ***Bullying Prevention and Intervention Policy*** is aligned with the *Education Act, Accepting Schools Act, 2012* policy requirements. The plan is designed with a 'whole-school approach' to prevent, intervene, and stop bullying using our Islamic values, leadership, conflict resolution, and restorative practices.

MAC OLIVE GROVE SCHOOL POLICY:

- Bullying adversely affects a student's ability to learn
- Bullying adversely affects the school climate, including healthy relationships
- Bullying will not be accepted on school property, at school-related activities, on school buses, or in any other circumstances (e.g., online) where engaging in bullying will have a negative impact on the school climate is essential for student achievement and well-being.
- The MAC Olive Grove School Code of Conduct and the use of Progressive Discipline, including suspensions, supports the implementation of the Bullying Prevention and Intervention Plan to respond to and stop bullying of all types (verbal, physical, and cyber-bullying).

DEFINITION OF BULLYING:

For the purposes of policies on bullying prevention and intervention, school boards must use the following definition of bullying, given in subsection 1(1) of the Education Act: "bullying" means aggressive and typically repeated behaviour by a pupil where, (a) the behaviour is intended by the pupil to have the effect of, or the pupil ought to know that the behaviour would be likely to have the effect of,

- (i) causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, or
- (ii) creating a negative environment at a 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, family circumstances, gender, gender identity, gender expression, race, disability or the receipt of special education;

Bullying

- (1.1.1.1) For the purposes of the definition of "bullying" in subsection (1), behaviour includes the use of any physical, verbal, electronic, written or other means.
 - (a) Physical (e.g., hitting, pushing, tripping);
 - (b) Verbal (e.g., name calling, mocking, or making racist comments);
 - (c) Social (e.g., excluding others from a group, spreading gossip or rumours);
 - (d) Harassment (e.g., "speech or actions are so severe, pervasive, or targeted at particular people that it hinders the student's ability to get an education, significantly harms their well-being, substantially interferes with their rights, or intimidates the student because of their identity" (ACLU, my school rights))

Cyber-bullying

- (1.0.0.2) For the purposes of the definition of "bullying" in subsection (1), bullying includes bullying by electronic means (commonly known as cyber-bullying), including:
 - (a) creating a web page or a blog in which the creator assumes the identity of another person;
 - (b) impersonating another person as the author of content or messages posted on the internet; and
 - (c) communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.

Difference between conflict and bullying:

Conflict is a disagreement or a difference of opinion or interests between equals. The people involved in a conflict may disagree vehemently and emotions may run high.

At MAC Olive Grove School we turn potential into achievement

When conflict is badly managed, it may result in aggression. In a conflict, both parties have power to influence the situation. That is their goal.

Characteristics of a bullying situation include:

- an imbalance of power
- the intent to harm
- worsens with repetition over time
- the distress of the child or teen being bullied, often including fear or terror
- enjoyment of the effects on the child or teen being bullied by the person (people) doing the bullying
- the threat – implicit or explicit – of further aggression

PREVENTION STRATEGIES AND AWARENESS RAISING:

Character Education (iRISE):

At MAC Olive Grove School we strive to provide the students with an environment that promotes Islamic values and their integration into all aspects of their life. Olive Grove School's Character Education Program continues to grow and develop and stems from the mission of the Muslim Association of Canada (MAC) of building Muslim individuals who are spiritually connected, strongly grounded in their own faith, motivated and enthusiastic, with an understanding of what Islam means in the modern world. It is for that reason that MAC full-time schools aim to cultivate an enriched learning community fostering academic excellence, leadership, and Islamic values.

MAC iRISE is an evidence-based, community-driven, character education framework implemented in our schools, whereby students embody Islamic values and acquire relevant life skills to meet the 21st century challenges, rooted in developing a strong relationship with Allah SWT.

iRISE stands for:

- i: symbolizes personal connection to Allah SWT and ownership of the values
- **Rabbaniyah**: Developing faith and being God-centered

**At MAC Olive Grove School we turn potential into
achievement**

Slogan: I rise to please Allah SWT.

- **Integrity:** Strong internally-driven moral principles
Slogan: I rise to care for others.
- **Service:** Acting upon one's responsibility with respect to all concentric circles:
from individual to family to society to the world
Slogan: I rise to care for others.
- **Excellence:** Developing knowledge, skills and personal attributes to reach one's
full potential
Slogan: I rise to do my best.

It is a whole-school and whole-person transformation process. It teaches values through an activity and reflection-based program with real-world applications and seamless integration into the academic curriculum. Through iRISE, students will develop the understanding and skills associated with values such as Muraqabah (remembering that Allah SWT is watching over them), compassion, citizenship, self-confidence, resilience, and problem solving, all through the lens of how to please Allah SWT.

School-Wide and Classroom Prevention Strategies:

- Restorative practices is encouraged and used by administration and guidance counselors. The focus of this is to encourage and foster relationships among the school community. In situations where harm may occur; facilitation of conflict resolution circles and trust circles will take place. This provides an opportunity for those involved in the incident to be heard, understand the affect and repair the harm.
- The OGS Mental Health Plan outlines many initiatives which will provide opportunities for the school community to be educated and be able to locate resources to support good mental health.
- Self esteem workshops, conflict resolution workshops and Anti-bullying workshops will be provided to members of the school community. These will include the essential component of one's connection with Allah SWT and the Islamic connection to how to resolve such issues.
- Teachers and administrators will provide opportunities for students to discuss bullying through means of collaborative classroom rules, discussions, role-play, etc. Bullying will be discussed from a lens of how to please Allah SWT and how our actions affect others.

At MAC Olive Grove School we turn potential into
achievement

- Teachers will provide and reinforce clear expectations, promote collaboration and cooperative activities, as a means to encourage students to learn how to compromise and how to assert themselves appropriately.
- Teachers will ensure that students know how to report an incident of bullying, whether they experience it themselves or observe bullying happening. Students will be encouraged to make a confidential report to a teacher, guidance counsellor and/or administrator. Details of the incident will be carefully recorded and tracked.
- Support for students and parents will be provided to create an awareness of bullying, included but not limited to the ***Bullying Awareness and Prevention Week*** during the third week of November.
- Professional development will be provided for teachers and other staff about bullying prevention strategies and how to create a positive school environment.
- Students will be supervised at all times and in all areas of the school, with particular attention during recesses.
- Students will be recognized for being positive, and who display inclusive behaviour and encourage positive leadership in the school.
- Student council will be encouraged to develop anti-bullying initiatives.
- Teachers and administrators will continue to reinforce messages of bullying will not be tolerated in the school and that everyone must work together to create a safe and positive school environment.

INTERVENTION STRATEGIES

Expectations and standards of behaviour are clearly laid out in the ***MAC Olive Grove School Code of Conduct*** and intervention strategies are provided in a consistent manner with a progressive discipline approach.

- All staff members will take all bullying incidents seriously and report them to the vice principal as soon as they become aware of a student who may have engaged in bullying behaviour. The vice principal and/or principal will investigate the report and notify parents/guardians of the incident and the steps taken to protect student's safety. Similarly, the parents/guardians of the student who perpetrated the bullying behaviours will be contacted and the disciplinary measures will be discussed, as well as the supports which will be provided.

**At MAC Olive Grove School we turn potential into
achievement**



- Restorative circles, facilitated by trained staff members, may take place to repair the harm and rebuild the relationship of those involved.
- Students may be required to work with the guidance counselors to develop skills on how to deal with bullying, develop their self-esteem, and appropriate social interaction.
- Anonymous surveys will be provided for students to discuss any bullying concerns, and the data collected will assist in further developing strategies and initiatives to promote a positive school environment. `