



REPORT TO

GOVERNANCE AND POLICY
COMMITTEE

BULLYING PREVENTION AND INTERVENTION POLICY S.S.11 UPDATE DUE TO REVISIONS TO P.P.M. 144 AND G.A.P. RECOMMENDATIONS

Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.'
~Matthew 25:40

Drafted

January 23, 2023

Meeting Date

February 7, 2023

Michael Caccamo – Superintendent of Education of NCC, Safe Schools,
Continuing Education, Monsignor Fraser College School of Alternative and Adult
Learning, Orientation Centre

RECOMMENDATION REPORT

Vision: *IN GOD'S IMAGE: Growing in
Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic
excellence of our Catholic learning community through the
love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic
Affairs & Chief Operating Officer

Derek Boyce
Associate Director of Corporate
Services and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

This report recommends updating the current Bullying Prevention and Intervention Policy SS.11 to align with changes made to PPM 144 Bullying Prevention and Intervention issued November 25, 2021. Recommended updates include the addition of Procedural Guidelines for Bullying Prevention and Intervention. This Policy has also been reviewed through a trauma-informed equity lens and updated to include terms that reflect prohibited grounds of discrimination in Ontario.

Further updates include recommendations made at the January 10, 2023, Governance and Policy Committee of the TCDSB.

The cumulative staff time required to prepare this report was 4 hours.

B. PURPOSE

1. This Recommendation Report is on the Order Paper of the Governance and Policy Committee as it recommends revision to the Bullying Prevention and Intervention Policy SS.11 (Appendix A).
2. This Recommendation Report also includes additional recommendations for revisions to Policy SS.11 and its associated Procedural Guidelines (Appendix B) made at the January 10, 2023 Governance and Policy Committee of the TCDSB.

C. BACKGROUND

1. The Bullying Prevention and Intervention Policy SS.11 was first approved in January 2008 and was amended in September 2013 and in November 2015. This policy is scheduled for regular review in September 2027.
2. Changes to this policy reflect current practice and alignment with revisions made to PPM 144, Bullying Prevention and Intervention, issued November 25, 2021. Procedural Guidelines for Bullying Prevention and Intervention (Appendix B) have also been added.
3. Field Superintendents and school Principals will be advised of the changes to SS.11 and the addition of Procedural Guidelines, upon approval. Principals will share changes with school staff, students, and parents. The Safe Schools

Department will review approved changes with the Board's Safe Schools Advisory Committee.

4. This report appeared on the agenda at the December 6, 2022 meeting of the Governance and Policy Committee but was deferred to the January 10, 2023 meeting of the committee.
5. At the January 10, 2023 Governance and Policy Committee meeting, the following recommendations were made:
 - i. Regulation #10, Pages 35 & 36 of 85 – That the former language struck out, as follows, be restored: *These activities and organizations may promote gender equity, anti-racism, an understanding and respect for people with disabilities, or an understanding and respect for people of all sexual orientations and gender identities. The activity or organization must promote a positive school climate that is inclusive and accepting of all students, and must be consistent with Catholic social teachings and the expectations of the Code of Conduct.*
 - ii. That the Policy be referred back to Staff for consideration of the following:
 - a) that Exclusions be included as part of the data analysed in the Evaluation and Metrics;
 - b) Evaluation and Metrics #3, Page 40 of 85 – that the language struck out, as follows, be restored: *Reporting Forms Part I, Progressive Discipline Incident Logs, Suspensions and Expulsions;*
 - c) that staff include gender sensitivity in the investigative process in the Procedural Guidelines;
 - d) that Staff consider timelines in informing parents and at the beginning of an investigation; and
 - e) that staff define the term “promptly”.

D. EVIDENCE/RESEARCH/ANALYSIS

This policy has been amended in consultation with staff from the Safe Schools Department, the Equity, Diversity, Indigenous Education and Community Relations Department, the Equity and Human Rights Advisor, the Special Services Department, the Field Superintendents and Legal Services. The policy has also been amended in

consultation with the Board's Safe Schools Advisory Committee, the Principals' associations, and the Teachers' associations.

E. METRICS AND ACCOUNTABILITY

1. Recommendations in this report will be monitored by policy development staff.
2. Further reports will be brought to Board in accordance with the policy review schedule.

F. STAFF RECOMMENDATION

Staff recommends that the revised Bullying Prevention and Intervention Policy SS.11 provided in Report Appendix A, and the accompanying Procedural Guidelines found in Report Appendix B, be approved.