

Safe Schools: Bullying Prevention and Intervention Review Panel Interim Report

As submitted by: The Kojo Institute

Presented by: Safe School Review Panel

May 25th, 2020

Interim Report – Feedback from Consultations

Table of Contents:

Title	Slide #
Background	3
Safe Schools Review: Personnel and Deliverables	4
Bullying: Definition, Types and Statistics	6
Community Consultations: Sessions, Support and Methodology	13
Community Consultations: Summaries of Themes	18
Next Steps	24

Background

- Increased concern regarding bullying after the tragic death of Devan Bracci-Selvey on Monday, October 7th, 2019 at Sir Winston Churchill Secondary School propelled a deeper look into the broader concern of bullying in the Hamilton-Wentworth District School Board (HWDSB) and our Hamilton community.
- The *Safe Schools: Bullying Prevention and Intervention Review Panel (est. November 2019)* is one way of several ways HWDSB will recommit our efforts on bullying prevention and intervention practices within our Positive Culture and Well-Being priority.
- In Scope:
 - The Review Panel's role is to coordinate, facilitate, and gather input and feedback from stakeholders about the broader concern of bullying in HWDSB and our community.
 - Bullying (prevention, intervention, reporting, and responding) as defined in HWDSB Bullying Prevention & Intervention Policy (No. 5.2).
 - The Review Panel will provide critical analysis of consultation information and data to inform recommendations in final report.
- Out of Scope:
 - Investigating the specific incident at Sir Winston Churchill Secondary School or any other specific incidents of bullying
 - HWDSB staff continues to collaborate with the ongoing criminal investigation by Hamilton Police Services.

Safe Schools Review: Personnel

- Review Panel Members:
 - Dr. Jean Clinton
 - Brenda Flaherty
 - Dr. Gary Warner
- The Review Panel will have access to the following four advisors/experts :
 - Barry Finlay
 - Dr. Debra J. Pepler
 - Dr. Kathy Short
 - Dr. Tracy Vaillancourt
- Project Management and Community Engagement Support: (Kojo Institute)
 - Kike Ojo-Thompson
 - Evelyn Myrie

Safe Schools Review: Deliverables

Project plan (Complete)

Interim report (Complete)

Consultation with stakeholders (In Progress)

Surveys (In Progress)

Final report (In Progress)

Bullying: Definition

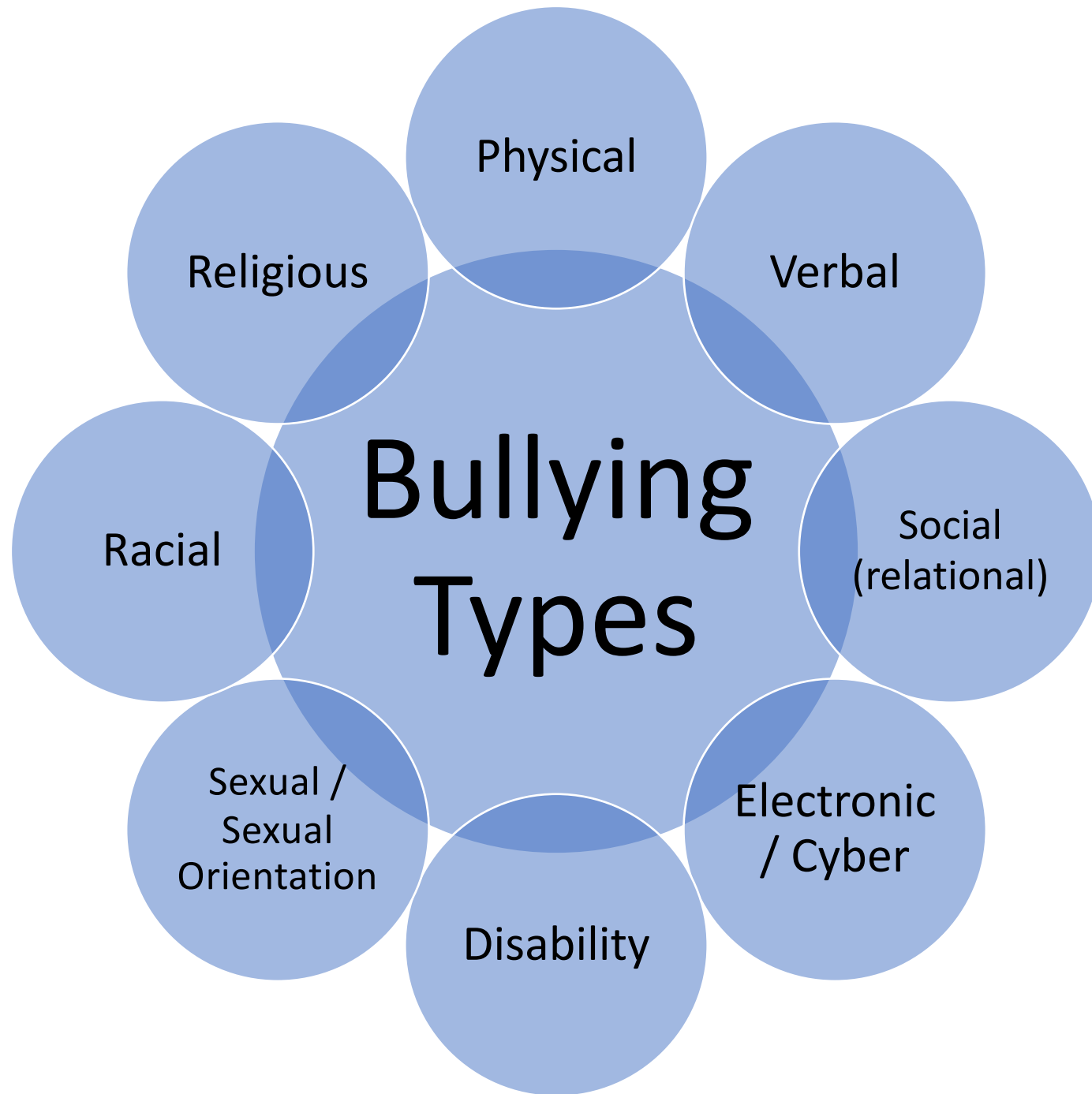
Bullying is aggressive and typically repeated behaviour where the behaviour is intended to have the effect of, or the bully ought to know the behaviour would likely have the effect of:

- Causing harm, fear or distress to another individual
- Social or academic harm, harm to the individual's reputation, harm to the individual's property, or
- Creating a negative environment at a school for another individual

Bullying can also occur in a context of power imbalance based on factors such as size, age, intelligence, peer group, socio-economic status, religion, ethnic origin, sexual orientation, gender, gender identity and expression, race, disability or the receipt of special education.

- Bullying, like any relationship, can exist at the personal and systemic level.
- Conflict is a disagreement where both sides express their views, while bullying is negative behaviour where someone uses power and aggression to control and hurt others.

While students are the focus of this review, we recognize they are not the only individuals using or impacted by bullying in the HWDSB.



Bullying: Ontario Incidence Statistics

58% of students are victims of bullying

30% of students bully others

Peers are present in **90%** of bullying incidents

Source: Ontario College of Teachers and Prevnet (2016)

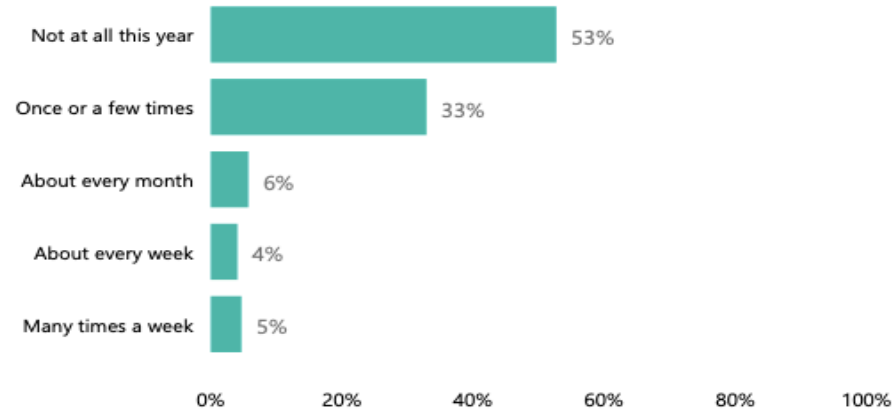
More than **55%** of Canadians report they have been bullied or know co-workers who have experienced bullying on the job.

Source: Forum Research (2018)

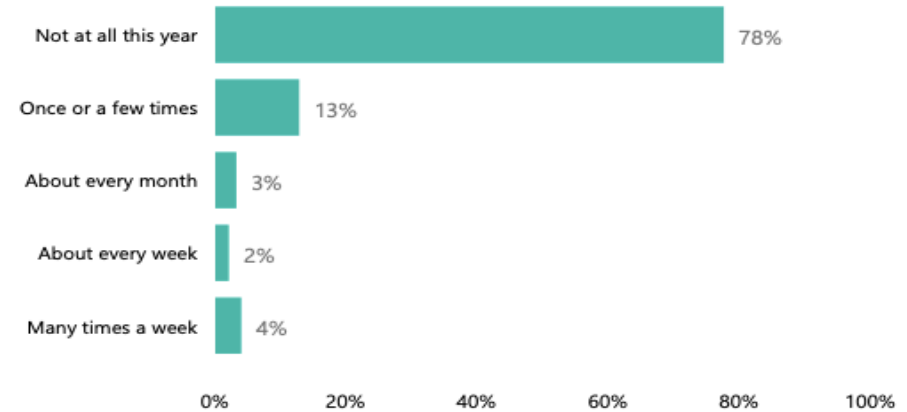
Bullying: HWDSB Statistics (Grade 4-6)

During this school year, how often have you been bullied by other students in the following ways?

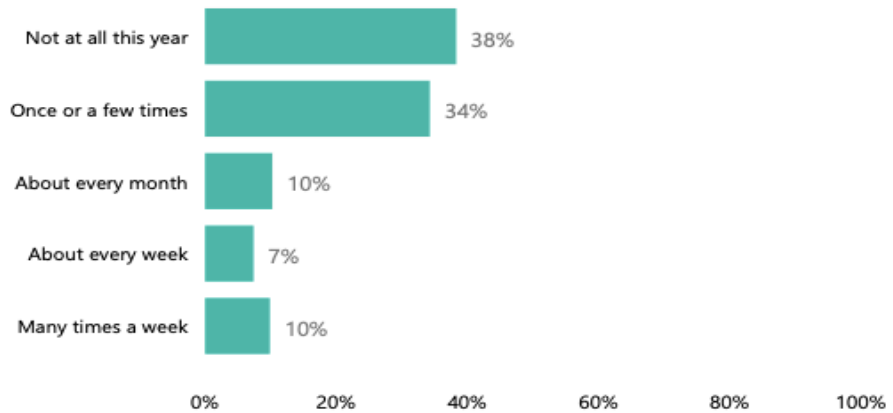
Physical Bullying



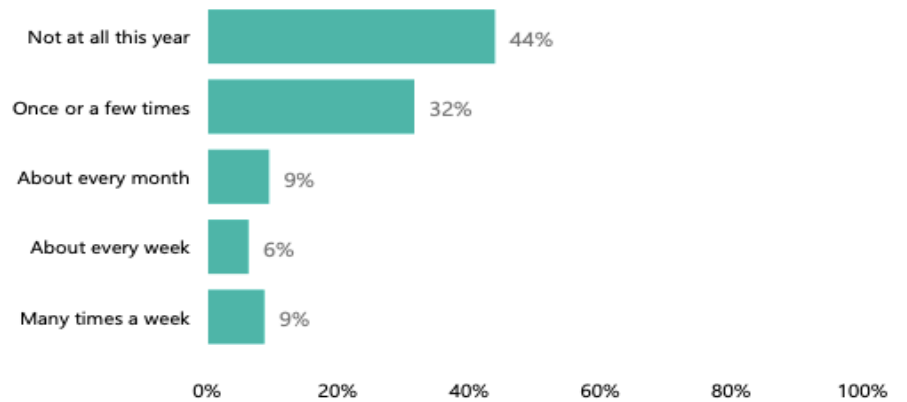
Cyber Bullying



Verbal Bullying



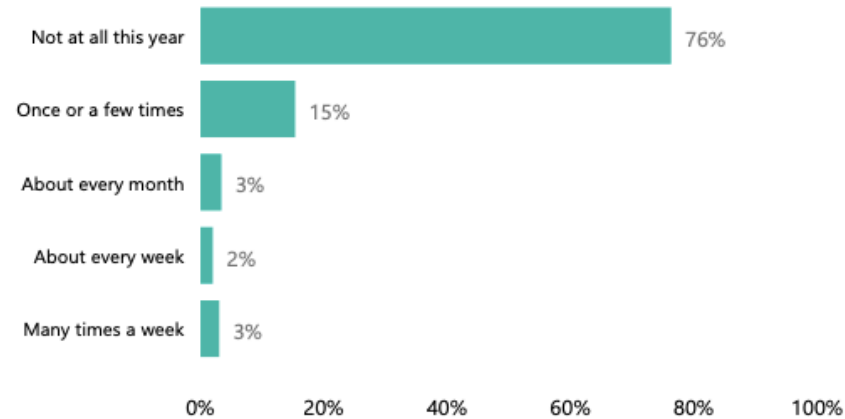
Social Bullying



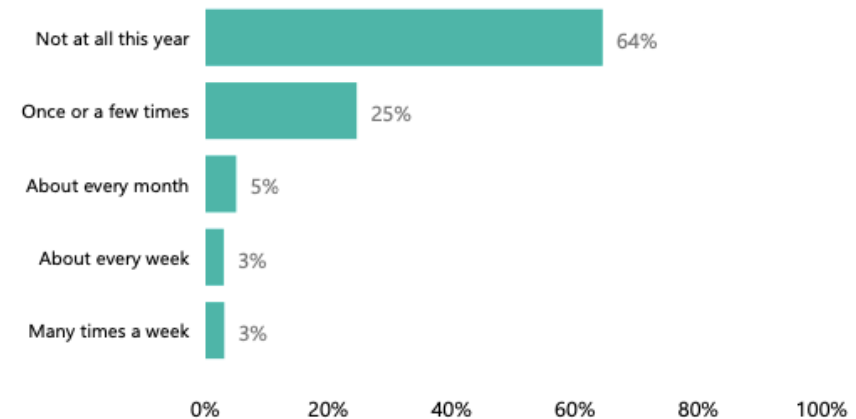
Bullying: HWDSB Statistics (Grade 7-8)

During this school year, how often have you been bullied by other students in the following ways?

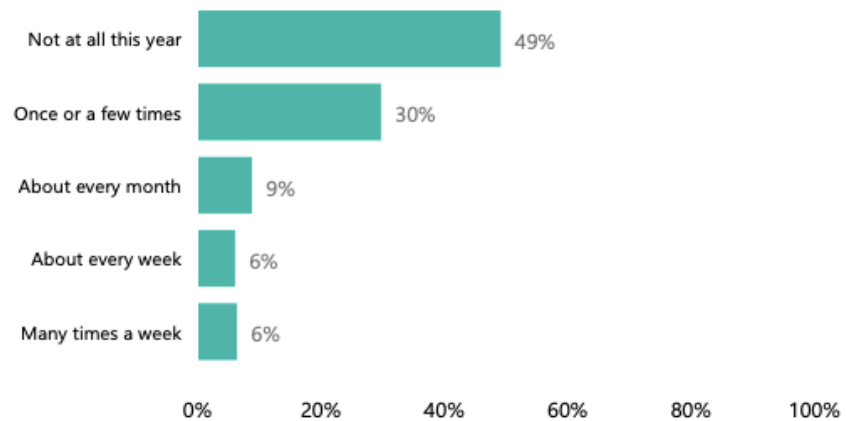
Cyber Bullying



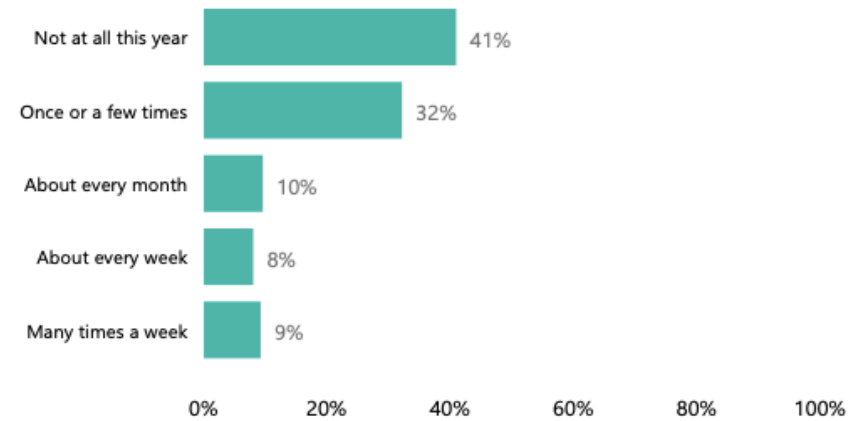
Physical Bullying



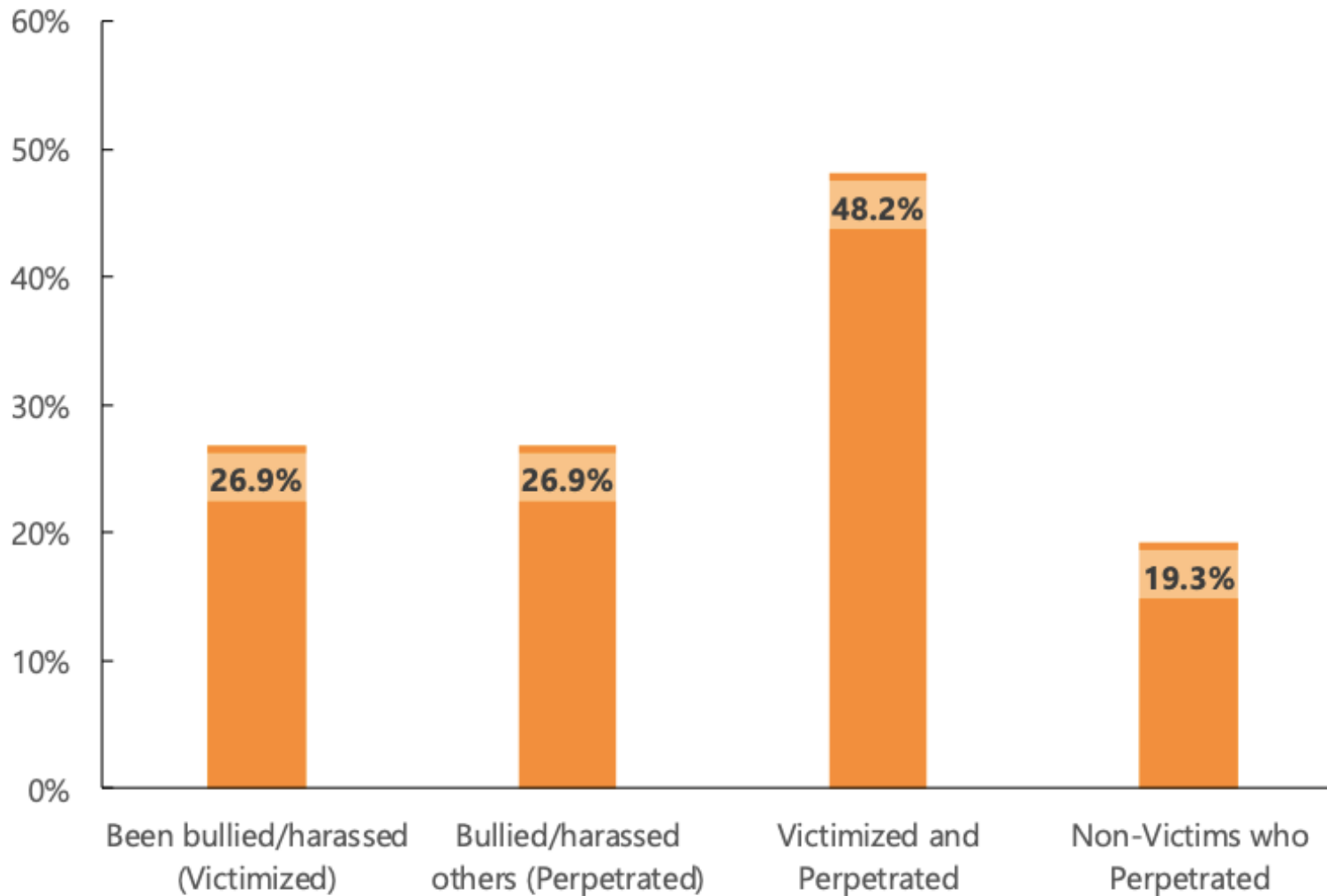
Social Bullying



Verbal Bullying



Bullying: HWDSB Statistics



% of students bullied/harassed or bullied/harassed others

Victims of bullying / harassment in secondary schools were more likely to be perpetrators as well.

Bullying: HWDSB Secondary School Statistics



83.2%
Verbal



64.1%
Social



32.3%
Physical



43.7%
Electronic

If you have been bullied / harassed in the past year, which form(s) have you experienced?

Community Consultations

What

A process of facilitated discussions with community groups

When

February to April 2020 (amended due to COVID-19)

Where

A minimum of 20 consultations and community engagement activities including online survey to be held across the City of Hamilton.

Community Consultations: Completed Sessions

Public Sessions

- Two General Sessions
- Students with neuro-diverse disabilities
- Black Communities
- Westdale / West Hamilton / Dundas Large Community Meeting
- Jewish Communities
- Student Senate
- LGBTQI2S+ Community
- Muslim Community
- Lower City / Downtown - Large Community Meeting
- Alternative Education Communities
- Indigenous Community
- School Board Partners: John Howard / HPS / Mental Health
- Newcomer Communities

Panel Member Only Sessions

- Executive Council
- Trustees

*At least **900** community members have attended the community consultations thus far.*

Community Consultations: Sessions To Be Completed

Public Sessions

- Racialized Community
- Waterdown Large Community Meeting

Panel Member Only Sessions

- Committee Chairs
- Principals and Vice Principals
- All Staff
- Union Leaders
- Student senate

Community Consultations: Support



Onsite and public counselling / support resources provided for those distressed by discussions



Child care, food and drinks provided



All venues were accessible



Information concerning consent and voluntary participation provided



Anonymity in session notes was guaranteed

Community Consultations: Methodology

- Facilitators explored school safety through focus areas of:
 - **Bullying Prevention, Intervention, Responding and Reporting**
- Participants were asked what they would “Stop, Start and Continue” in each category
- Table facilitators supported safe and insightful table conversations, and captured notes and key narratives
- Notes were analyzed by Kojo Institute
- Slides 18 through 22 are a summary of themes from the community consultations.
 - We have made every effort to remain true to the voices of the participants while summarizing the common ideas in what we heard.

Create a supportive positive culture based on trust, equity and accountability.

Provide mental health supports, social and emotional learning, role models and safe spaces for students.

Make better use of diverse community partnership opportunities.

Listen to the voices of students and engage them in problem solving and peer support.

Community Consultations: Summary of Themes - Prevention

Update policies and procedures and review regularly, including for oppressive practices.

Provide staff with anti-oppression and bullying prevention training.

Distribute resources fairly across schools and evaluate school climates.

Evaluate how students are supervised in schools and online.

Community Consultations: Summary of Themes - Intervention

Train staff and students in intervention techniques.

Ensure policies do not punish students who stand up to bullies.

Offer mental health and support services to victims.

Continue the public consultation process underway and take bullying seriously.

Invest in teachers, train them in restorative justice and hold them accountable.

Develop effective, anti-oppressive policies using a consultative process.

Community Consultations: Summary of Themes - Responding

Review consequences for bullies and victims after an incident and re-examine the suspension / expulsion process using an equity lens.

Parents should be involved in the resolution process after bullying incidents, held responsible for their own behaviour and offered culturally appropriate supports.

Have open and respectful communication that balances with privacy requirements.

Community Consultations: Summary of Themes - Reporting

Create a culture of accountability that supports reporting and train all staff on reporting policies.

Explore independent reporting mechanisms and ensure safe processes that account for the experiences of marginalized communities.

Honour the voice of parents, respond meaningfully to reports and follow up in a timely and thorough manner.

Build trust with racialized communities.

Collect and track disaggregated data more effectively and report in a transparent manner, subject to privacy regulations.

Community Consultations: Summary of Themes - General

Update curriculum to include mental wellbeing, equity and anti-bullying supports.

Increased funding to school mental health resources and community supports.

Transparently evaluate schools and have independent reporting mechanisms.

Community Consultations: Ongoing Work

- Given there are still several outstanding consultation sessions, themes provided are preliminary based on the sessions the Panel were able to complete prior to COVID-19.
- Further sessions are to take place to gather student and staff voice.
- Online surveys for students, parents and staff to complete are being developed and will take place in the fall
- There may be themes that arise as a result of these further consultation/surveys, which will be considered when Panel makes recommendations.
- Future panel themes will be captured in the final report.
- Recommendations in the final report will be informed by community feedback from all consultations and surveys, expert advice and evidence - informed practice as identified in research.

Next Steps

- In response to COVID-19 Pandemic the remaining public consultation sessions were postponed:
 - Racialized Community (March 24, 2020)
 - General Session (March 25, 2020)
 - Panel Only sessions involving students, staff, union leaders and advisory committee chairs
- After schools re-open the panel will:
 - Finish public consultation sessions (TBD)
 - Complete the panel-only sessions
 - Release a Public Online Survey for students, staff and parents
- Complete a final report (Targeting December 2020)



Let's talk
about **bullying!**

Thank You

For questions, comments and feedback, please contact:
safeschoolsreview@outlook.com

SAFE SCHOOLS:
Bullying Prevention
 **Intervention**
REVIEW PANEL

Supported by:

HAMILTON
COMMUNITY
FOUNDATION

HWDSB

KOJO
INSTITUTE