

Beaconsfield High School



ABAV Plan

2024-2025

Anti-Bullying and Anti-Violence Plan

Lester B. Pearson School Board

Jun 11, 2024

DATE OF GOVERNING BOARD APPROVAL

GOALS OF THE ANTI-BULLYING AND ANTI-VIOLENCE (ABAV) PLAN

- In compliance with the [Quebec Education Act](#) (QEA), the main purpose of the ABAV plan must be to prevent and stop all forms of bullying and violence targeting a student, a teacher or any other school staff member. This plan specifies the duties and responsibilities of the relevant parties of the school **community** and the school **partners** in achieving this.

School Community Parties:

Students, Staff, School Administration, School Board, Governing Boards, & Parents.

School Partners:

Outside organizations including but not limited to bus companies, coaches, & volunteers.

- Outline the responsibilities of all parties towards the elimination of bullying and violence in the school community, including the responsibility of parents to promote a positive and respectful school climate inside and outside school.
- School boards must see to it that each of their schools provides a healthy and secure learning environment that allows every student to develop their full potential, free from any form of bullying or violence.
- School boards must also ensure a healthy and secure working environment for their staff, and the staff must participate in ensuring a safe and respectful working climate.
- The plan is designed to support the optimal conditions required to guarantee the fundamental right to dignity, equality, and integrity, while respecting the unique character of each individual.

"The Lester B. Pearson School Board believes that everyone in its community is entitled to a safe, healthy, secure, respectful and caring environment. The School Board believes that education should prepare our students for a responsible life in a free society, in a spirit of understanding, peace, tolerance, and equality of sexes based on the principles of respect, diversity and inclusion."

-LBPSB Policy on Safe and Caring Schools

DEFINITIONS as applied in ABAV

Bullying

- “the word “bullying” means any repeated direct or indirect behaviour, comment, act, or gesture, whether deliberate or not, including in cyberspace, 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” ([art. 13, par. 1.1, QEA](#)).

Violence

- “The word “violence” means any **intentional** demonstration of force of a verbal, written, physical, psychological or sexual nature 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” ([art. 13, par. 3, QEA](#)).

Sexual Violence

- “The concept of sexual violence refers to any form of violence committed through sexual practices or by targeting sexuality, including sexual assault. It also refers to any other misconduct, including that relating to sexual and gender diversity, in such forms as unwanted direct or indirect gestures, comments, behaviours or attitudes with sexual connotations, including by technological means.”
<https://www.legisquebec.gouv.qc.ca/en/document/cs/p-22.1>

Racism

- “Corresponds to the “set of ideas, attitudes and actions whose purpose is to make ethnocultural and national groups feel inferior socially, economically, culturally and politically, thereby preventing them from benefitting fully from the advantages to which all citizens are entitled.” Racist discourse is usually based on real or presumed physical and cultural differences.” ([MIDI, 2015](#))

Discrimination

- “Every person has a right to full and equal recognition and exercise of his human rights and freedoms, without distinction, exclusion or preference based on race, colour, sex, gender identity or expression, pregnancy, sexual orientation, civil status, age except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap. Discrimination exists where such a distinction, exclusion or preference has the effect of nullifying or impairing such right.” ([Charter of Human Rights and Freedoms, section 10](#))

Parent

- “the word “parent” means the person having parental authority or, unless that person objects, the person having custody de facto of the student” ([art. 13, QEA](#))

Elements of the ABAV Plan *(art. 75.1, QEA)*

Element 1	<u>an analysis of the situation</u> prevailing at the school with respect to bullying and violence;	pg.
Element 2	<u>prevention measures</u> to put an end to all forms of bullying and violence, in particular those motivated by racism or homophobia or targeting sexual orientation, sexual identity, a handicap or a physical characteristic;	pg.
Element 3	<u>measures to encourage parents to collaborate</u> in preventing and stopping bullying and violence and in creating a healthy and secure learning environment;	pg.
Element 4	<u>procedures for reporting, or registering a complaint</u> concerning, an act of bullying or violence to or with the institution and, more particularly, procedures for reporting the use of social media or communication technologies for cyberbullying purposes;	pg.
Element 5	<u>the actions to be taken</u> when a student, teacher or other school staff member or any other person observes an act of bullying or violence; or when a report or complaint is sent to the institution by the regional student ombudsman.	pg.
Element 6	measures to <u>protect the confidentiality</u> of any report or complaint concerning an act of bullying or violence;	pg.
Element 7	<u>supervisory or support measures</u> for any student who is a victim of bullying or violence, for witnesses and for the perpetrator;	pg.
Element 8	specific <u>disciplinary sanctions</u> for acts of bullying or violence, according to their severity or repetitive nature; and	pg.
Element 9	the required <u>follow-up</u> on any report or complaint concerning an act of bullying or violence.	pg.
New* Additional Element (75.1 QEA)	<u>sexual violence</u> ; compulsory training activities for management and other personnel; and safety measures to stop sexual violence.	pg.
Annual Evaluation	the results achieved by the school with respect to preventing and dealing with bullying and violence must be <u>evaluated</u> .	

Bullying:
the word "bullying" means any repeated direct or indirect behaviour, comment, act, or gesture, whether deliberate or not, including in cyberspace, 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:
the word "violence" means any **intentional** demonstration of force of a verbal, written, physical, psychological or sexual nature 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

Items in **YELLOW** indicate Bill 9 additions

1. ANALYSIS OF THE SITUATION

Description of the findings that emerge from the situation analysis with respect to bullying and violence

In a post-pandemic environment, it is necessary for students to regain a positive sense of self and their sense of belonging in their school community. After analyzing the student data from Our School Survey (April, 2023), it was apparent that our students have a diminished interest and motivation in their learning. The staff at BHS will continue to do their utmost to promote opportunities for students to participate and become more engaged in their academic growth, involvement in social programs and activities such as sports, the arts, special committees, field trips and other extracurriculars being offered (including homework programs).

We believe that students who are invested in their well-being and their school, will be less likely to initiate or be involved in instances of bullying, violence, harassment and/or exclusion. The results of Our School Survey also demonstrated that the BHS staff should continue to foster a safe environment for their students and build meaningful connections in order to increase the number of students who feel that they have someone at school who would advocate for them. Therefore, for the students' benefit, our school's Code of Conduct must be clearly understood and respected by all. It must also be consistently maintained by the staff at large and reinforced by the administration. In accordance with our Code of Conduct, the administration will also communicate with parents, guardians, outside organizations and/or law enforcement in order to

provide the appropriate support system for the student(s) that is required with regards to the situation at hand.

It is encouraging to note that the results from Our School Survey also showed that our students rated below the Canadian norm with regards to the number of students who were subjected to physical, social or verbal bullying at school or over the internet. We will continue to strive towards reducing this percentage through the previously mentioned strategies above: fostering a stronger sense of self and community, investing in opportunities to advocate for students, creating meaningful connections and being consistent in respecting and reinforcing our school's Code of Conduct.

Priorities identified with respect to bullying and violence

- To provide additional learning opportunities pertaining to inclusivity and the causes and effects that bullying and violence have on our school and our society at large.
- To support our students' mental health wellness, especially lowering overall levels of anxiety and depression.
- To continue to build opportunities for our students to have positive relationships with their peers and the BHS staff.
- To guide and support students who demonstrate negative behaviours towards having a positive sense of self and feeling of belonging within their BHS community.
- To communicate with and inform parents about bullying and violence.

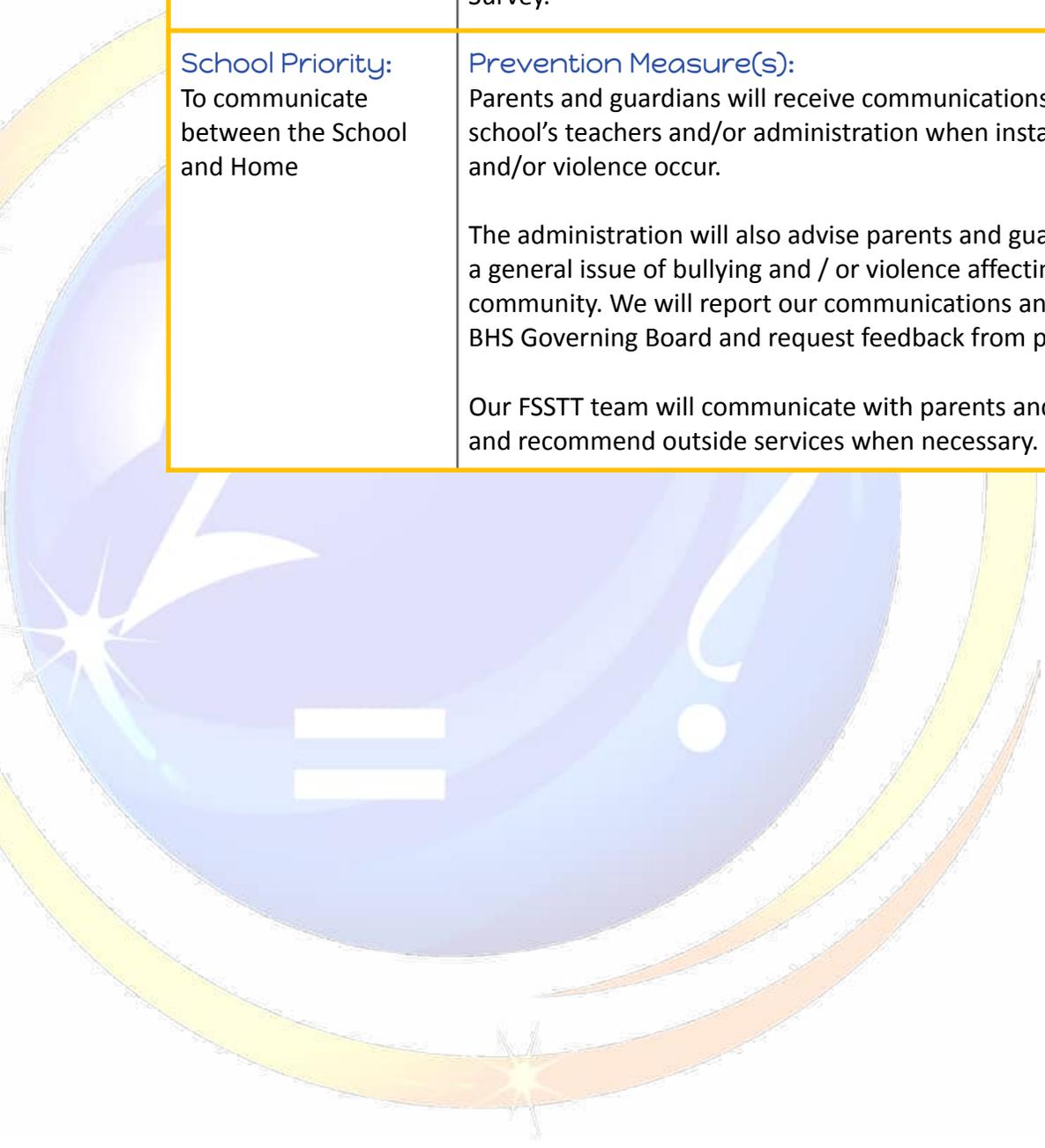
2. PREVENTION MEASURES

LBPSB sanctions its schools and centres to carry out additional measures to promote Equity, Diversity, Dignity, and Inclusion (E.D.D.I.) for all the parties of the school community and their partners.

Obligations of the QEA	
Ensuring a Safe and Caring School Climate	The rules of conduct and the safety measures must be presented to the students during a civics session held each year by the principal in collaboration with the school staff, and must be sent to the parents at the beginning of each school year. (art.76, QEA)
	The principal shall see to it that all school staff members are informed of the school's rules of conduct, safety measures and anti-bullying and anti-violence measures, and of the procedure to be followed when an act of bullying or violence is observed. (art. 96.21, QEA)
	During the month of September each year, the principal of a school providing education to students in the second cycle of the secondary level shall see to the formation of a student committee. (art.96.5, QEA)

Priorities and Prevention Measures	
LBPSB Priority: To promote the values of the EDDI statement	Prevention Measure(s): Through the EDDI (and Voices) Committee, students will attend monthly meetings to help brainstorm and organize activities that promote and inform the BHS community and expand their knowledge and understanding of racial, cultural, sexuality, gender and other social issues.
School Priority: To support mental health wellness	Prevention Measure(s): Promote professional services available to students through in-class workshops conducted by our guidance counsellor, FFSTT team, nurse and TOXICO team. We will ask for student feedback annually through our OSS to evaluate how effective these types of adult and student interactions are in helping to make students feel like they belong and that their emotional needs are a priority.
School Priority: To build positive	Prevention Measure(s): The staff at BHS will promote opportunities for students to

<p>relationships with students and staff</p>	<p>participate and become more engaged in social programs and activities such as sports, the arts, special committees, field trips and other extracurriculars being offered (including homework programs). We will review the enrollment rate in our parascolaire programs as well as participation in school teams and clubs on an annual basis. We will include a question that gathers student engagement in our school programs and clubs in the Our School Survey.</p>
<p>School Priority: To communicate between the School and Home</p>	<p>Prevention Measure(s): Parents and guardians will receive communications from the school’s teachers and/or administration when instances of bullying and/or violence occur.</p> <p>The administration will also advise parents and guardians if there is a general issue of bullying and / or violence affecting our school community. We will report our communications and efforts to the BHS Governing Board and request feedback from parent members.</p> <p>Our FSSTT team will communicate with parents and offer support and recommend outside services when necessary.</p>



3. MEASURES TO ENCOURAGE PARENTAL COLLABORATION

Parents are valuable partners and it is important to work together when it comes to taking action to prevent and stop bullying and violence. It is together that we can find the solutions. This collaboration will enable us to continue to flourish and succeed in an atmosphere of mutual respect ([LBPSB Policy on Safe and Caring Schools](#)).

Measures encouraging parent(s)/guardian(s) collaboration in preventing and stopping bullying and violence and in creating a healthy and secure learning environment.

- The Code of Conduct and the ABAV Plan will be made available to parent(s)/guardian(s); it will be posted on the school website.

Other school-based measures, if necessary:

Beaconsfield High School will post information or links on its school website with relevant parent information regarding bullying, being a responsible bystander, internet safety, cyber-bullying, etc. - The administration and guidance counsellor commit to make initial contact at the beginning of the year with new students to discuss how the year can be successful for the student.

"The Lester B. Pearson School Board believes that the school board's administrators, staff, parents, students and all those present in the school's environment have a responsibility to ensure that the right to be safe and secure is upheld."

-LBPSB Policy on Safe and Caring Schools

Resources

Community Resources	Information on Violence and Bullying
<p>For Students:</p> <ul style="list-style-type: none"> ● Kids Help Phone: 1-800-668-6868 <ul style="list-style-type: none"> ○ kidshelpphone.ca ○ Text HELLO to 686868 ● cybertip.ca <p>For Parent(s)/Guardian(s) :</p> <ul style="list-style-type: none"> ● CLSC <ul style="list-style-type: none"> ○ Name : ○ Address: ○ Phone No. : xxx-xxx-xxxx ● Service de police de la ville de Montréal (SPVM) <ul style="list-style-type: none"> ○ PDQ No. : ○ Address: ○ Phone No. : xxx-xxx-xxxx ● Sûreté du Québec (SQ) <ul style="list-style-type: none"> ○ Post No. : ○ Address: ○ Phone No. : xxx-xxx-xxxx 	<ul style="list-style-type: none"> ● Benado - Mon pouvoir sur l'intimidation ● Canadian Centre for Child Protection ● Canadian Red Cross- Violence and Abuse Prevention ● Government of Quebec: Violence and bullying ● Media Smarts ● Ministère de la famille - Québec ● Promoting Relationships and Eliminating Violence Network (PREVNet)

4. PROCEDURES OF REPORTING OR REGISTERING A COMPLAINT

The LBPSB complaint procedure can be followed to make a report or register a complaint: [Link to LBPSB Complaint Procedure](#)

The procedures for reporting or registering a complaint of acts of bullying, violence, cyberbullying, and sexual violence are:

For students	
bullying, violence, cyberbullying, or sexual violence	You can ask for help for yourself or for someone else. To report a situation, you can contact any adult you trust (teacher, integration aide, daycare, principal, parent, etc.). They will be able to guide you.
For parent(s)/guardian(s)	
bullying, violence, cyberbullying, or sexual violence	Inform the principal via email, phone call, or in-person meeting.
For staff members	
bullying, violence, cyberbullying, or sexual violence	Inform the principal via email, phone call, or in-person meeting.
For partners, (bus drivers, volunteers, others)	
bullying, violence, cyberbullying, or sexual violence	Inform the principal via email, phone call, or in-person meeting.
Any person or enterprise providing extracurricular services to students of a school or carrying out a special school project for the provision of services other than educational services	
bullying, violence, cyberbullying, or sexual violence	<u>Must inform</u> the principal of the school attended by the students directly involved of any act of bullying or violence that they observe. They must also follow the prescribed training.

The procedures for registering a complaint are:

- In the case of a complaint concerning an act of sexual violence, the principal shall also inform the student who is the victim that it is possible to refer the complaint to the [Commission des services juridiques](#). **If the student is under 14 years of age**, the principal also informs their parent(s)/guardian(s) of that option, and **if the student is 14 years of age or over**, the principal may also inform his or her parent(s)/guardian(s) of that option, with the student's consent. ([Art.96.12, QEA](#))
- It is possible to make a report or file a complaint concerning an act of sexual violence to or with the regional student ombudsman and, for a person who is dissatisfied with the follow-up on a complaint filed with the institution, to use the [complaint processing procedure](#) provided for in the Act respecting the National Student Ombudsman.
- **Regional Student Ombudsman Coordinates:**
1035, rue De La Chevrotière, 25e étage
Québec (Québec) G1R 5A5
Phone number: 1 833 420-5233
Email: info@pne.gouv.qc.ca

To find out more about the treatment of complaints procedure,
please visit the LBPSB website:

<https://www.lbpsb.qc.ca/parents-and-community/complaints-procedure/>

5. ACTIONS TO BE TAKEN

RESPONSE PROTOCOL

STUDENT(S), PARENT(S)/GUARDIAN(S), ANY OTHER PERSON, OR PARTNER(S)

- We **encourage** any student(s), parent(s)/guardian(s), or any other person who observes an act of bullying or violence, as a responsible member of the school community, to report the incident (refer to Element 4).
- We **require** partner(s) to report the incident (refer to Element 4).

STAFF

Any staff member who observes an act of bullying or violence must (items 1-4):

1. Respond- Intervene immediately
2. Reassure- Ensure the safety of all school community parties and partners
3. Report- To the Principal or their designate
4. Review- Establish frequent check-ins, maintain communication and ongoing support as needed

PRINCIPAL

After considering the best interest of students and/or staff directly involved, the principal shall:

- Meet with parties involved, as needed.
- Communicate relevant information to relevant staff members regarding the safety of the student(s) and/or staff concerned.
- Communicate with their parent(s)/guardian(s) to inform them of the measures in the anti-bullying and anti-violence plan, as required. ([Art 96.12, QEA](#))
- Refer parent(s)/guardian(s) to complaints procedure, should they express dissatisfaction with the course of action from the school administration, and inform them of their right to request assistance. ([Art 96.12, QEA](#))
- Document the incident.

School Community Parties:

Students, Staff, School Administration, School Board, Governing Boards, & Parents.

School Partners:

Outside organizations including but not limited to bus companies, coaches, & volunteers.

6. CONFIDENTIALITY

Reporting incidents of bullying or violence is the right thing to do. It allows everyone to obtain help and put an end to the situation. Reporting may cause discomfort in the person doing it, however, the school will take the necessary precautions to preserve confidentiality.

The measures to protect the confidentiality of any report or complaint concerning an act of bullying or violence are:

- Staff are reminded annually that every incident and the ensuing follow-up must be kept confidential.
- Communication with all parties will be discreet.
- All parties will be treated with respect, discretion and empathy.
- Details of applied disciplinary sanctions will be kept confidential as the law forbids that this information be communicated to other students or parents.

Other school-based measures, if necessary:

- The Beaconsfield High School anti-violence/anti-bullying plan will be reviewed annually.
- All staff members are reminded that every incident and the follow-up must be kept confidential.
- All reports of bullying and/or violence will be kept in a secure location under the supervision of the school administration.
- In all instances and procedures, sensitivity to the fears and feelings of all parties must be kept in mind.
- Members of the Beaconsfield High School Community agree that in all cases involving minor students, information shared should be on a need to know basis only.
- All parties acknowledge that the Beaconsfield High School personnel are not permitted to share information about students (victim, perpetrator and witnesses).
- The rule of confidentiality will be respected at all times.



7. SUPERVISORY OR SUPPORT MEASURES

It is the responsibility of every staff member to use difficult/challenging situations as opportunities to help students improve their social and emotional skills, accept personal responsibility for their learning environment, and understand the consequences of poor choices.

Supervisory or Support Measures for Victims, Witnesses, and Perpetrators (may include, but are not limited to)

- Ensure a safe, caring, and trusting climate during interventions.
- Put in place necessary measures for the safety of all school community parties and their partners.
- Facilitate a meeting with a designated staff member.
- Offer individual or group support.
- Refer to the professional resources of the school or school board.
- Establish an intervention plan.
- Refer to external partners such as:
 - Batshaw/Department of Youth Protection (DYP);
 - Integrated University Health and Social Services Centre/Integrated Health and Social Services Centres (fr. CIUSSS/CISSMO);
 - Service de Police de la Ville de Montréal (SPVM);
 - Sûreté du Québec (SQ).
- Monitor and follow up after resolution.

Other school-based measures, if necessary:

-Feedback is to be provided to involved parties from an intervening adult figure in a timely manner so as to guarantee a sense of safety and security in the school.

-Alternative suspension at the YMCA.

8. DISCIPLINARY SANCTIONS

The application of disciplinary sanctions will be made following an analysis of the incident(s). The severity of bullying and violent acts are measured by their intensity, frequency, consistency, persistence, context, and impact on students.

Considerations When Determining Disciplinary Sanctions

- Age and developmental maturity of the students involved.
- Nature, frequency and severity of the behaviours.
- Relationships of the parties involved.
- Context in which the alleged incident(s) occurred.
- Patterns of past or continuing behaviours.
- Family context.
- Other circumstances that may play a role such as cultural context, trauma history and mental health.

Disciplinary Sanctions (may include, but are not limited to)

- Conversation with student
- Parent notification
- Reflection activity or action
- Restorative measures or practices
- Restitution
- Mediation or conflict resolution
- Behaviour contract
- Referral to the professional resources of the school
- Removal of privilege(s)
- School Detention
- Referral to Planning Room and/or Alternative to Suspension Program
- In-school suspension
- Out-of-school suspension
- Enrolment in another school

Other school-based sanctions, if necessary:

- change in daily schedule/routine
- parent meeting
- referral to a school professional
- meeting with the community police officer
- referral to community programs

9. FOLLOW-UP

Follow-up measures may include:

- Ongoing documentation of the event(s).
- Ongoing communication with all parties involved, as needed.
- Ongoing monitoring of all students involved to assess their well-being.
- Verifying the completion of disciplinary sanctions for all parties concerned.
- Referring parent(s)/guardian(s) to the complaints procedure, should they express dissatisfaction.

Other school-based measures, if necessary:

- ongoing meetings/communication with professionals, community officer and/or alternative program staff

To find out more about the treatment of complaints procedure,
please visit the LBPSB website:

<https://www.lbpsb.gc.ca/parents-and-community/complaints-procedure/>

SEXUAL VIOLENCE

Compulsory training activities for management and other personnel:

- Training will be provided, when made available.

Safety measures to stop sexual violence:

- Sexuality Education Curriculum
- Internal expertise of school board professionals (sexologist, psychologists, guidance counsellors, etc.)
- Prevention programs
- Consultation with partners (SPVM/SQ, CIUSSS/CISSMO, Batshaw/DYP, Marie-Vincent Foundation, etc.)

Other school-based measures, if necessary:

Complaint Procedure

In the case of a complaint concerning an act of sexual violence, the principal shall also inform the student who is the victim that it is possible to refer the complaint to the [Commission des services juridiques](#). **If the student is under 14 years of age**, the principal also informs their parent(s)/guardian(s) of that option, and **if the student is 14 years of age or over**, the principal may also inform his or her parent(s)/guardian(s) of that option, with the student's consent. ([Art.96.12, QEA](#))

It is possible to make a report or file a complaint concerning an act of sexual violence to or with the Regional Student Ombudsman and, for a person who is dissatisfied with the follow-up on a complaint filed with the institution, to use the [complaint processing procedure](#) provided for in the Act respecting the National Student Ombudsman.

Other options to report situations of sexual misconduct and violence in schools include:

- 1-833-DENONCE, is open from 8:30 a.m. to 4:30 p.m. on weekdays. A voice mailbox is available outside this time slot in order to be called back by an agent.
- email signalements@education.gouv.qc.ca

ANNUAL EVALUATION GRID (To be completed in spring of 2024)

LEGEND		
1	No adjustment	Our actions are satisfactory and we are continuing on this path
2	Some adjustments	Our actions are quite satisfactory, but require some adjustments.
3	To replace	Our actions or measures are no longer applicable or available.

Evaluation							
		Legend: 1: No adjustment 2: Some adjustments 3: To review			Check		
Actions and/or Prevention Measures carried out in 2022-2023		1	2	3			
1	To provide additional learning opportunities pertaining to inclusivity and the causes and effects that bullying and violence have on our school and our society at large.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2	To support our students' mental health wellness, especially lowering overall levels of anxiety and depression.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3	To guide and support students who demonstrate negative behaviours towards having a positive sense of self and feeling of belonging within their BHS community.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>			
4	To communicate with and inform parents or guardians	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

about bullying and violence.

Findings

1. Our staff and administration are on the right path towards supporting our students in a variety of ways. We will continue to support and expand our EDDI initiatives through our EDDI and SGA committees and our Voices Magazine. We are creating opportunities to promote awareness for these causes, such as assigning specific days that celebrate and/or inform our staff and student body, painting a rainbow crosswalk in front of our school, displaying rainbow LGBTQ+ signs in classrooms as a symbol of safe spaces and inclusion, celebrating anti-bullying pink shirt day, inviting guest speakers and specialists to help inform us on EDDI issues and violence prevention.
2. Weekly resource meetings take place to help us gain teacher feedback and brainstorm, as a team of staff and professionals, how to best meet the needs of our students who suffer with anxiety, depression and other mental health issues. We also make efforts to connect with outside professionals whenever possible. Our staff as a whole have also attended pedagogical workshops including, T.I.P.S. to help us build upon our understanding and knowledge of students who have been or are victims of various types of trauma. We also benefit from the support of our planning room technician, FSSTT support worker, guidance counsellor, and school psychologist to help support students who are struggling with mental health concerns.
3. Weekly resource meetings allow for us to gather information from teachers and staff members and then we solidify a plan to best respond to our students' specific needs when struggling to behave appropriately at school. The administration meets with and informs the parents or guardians of this plan and the professional and/or staff member that is working with the student will communicate with the parents or guardians on a regular basis to provide updates. A follow-up meeting will then take place to review how the student is progressing. If the student is in need of more help than we can provide at BHS, the administration will reach out to our Student Services Department at the LBPSB for further guidance and assistance in terms of programs and services.
4. Our staff is efficient at recognizing instances of bullying and violence and are quick to bring it to the attention of the administration. Our administration then speaks to all parties involved, including parents. We also promote and educate our students on being a responsible bystander and informing a responsible adult when they hear of or see an act of bullying or violence. Parents are also informed on our anti-violence and anti-bullying policies and initiatives via our website and social media.

