

Pilgrim Wood Public School, along with all schools in the HDSB, is committed to taking immediate and proactive action to prevent and address all incidents of bullying to create safe, inclusive and welcoming environments for all students. Our Bullying Response Protocol guides us to address every incident of bullying efficiently, effectively, and with care. Through our online reporting tool, students and families can confidentially report bullying. Visit the HDSB website to learn more about the Bullying Response Protocol, access the online reporting tool and explore resources for families to support bullying prevention. Together, we can create a safe school environment for all. Learn more at → [HDSB Bullying Prevention and Awareness](#)

Bullying Prevention/Intervention Awareness and Action Plan

Well-Being Team at Pilgrim Wood P.S. 2025-2026

Principal: D. Chisholme
Vice Principals: R. Everett, G. Ferrin
Teaching Staff: C. Delgado, J. Jensen
Non-Teaching Staff: K. Gorny
Parent Member(s): J. Mao
Community Partner(s): A. Noori
Well-Being Contact Person: C. Almeida
Human Rights & Equity Advocate: T. Hoang
Students: M.C., S.M., E.R., D.S., A.V., C.S.

Reflecting on Data: (Have Your Say Data for 2024-2025)

According to the 2024-25 data:

- **73%** of Pilgrim Wood students who responded reported **feeling safe** in general at school (by responding to either AGREE or STRONGLY AGREE), which is a 4% increase from the prior year
- **64%** of students who responded felt that they were satisfied (by responding to either SATISFIED or VERY SATISFIED) with the steps taken by the school to **prevent bullying**, which is a 3% increase from the prior year
- **57%** of students felt that their educator(s) or school staff member(s) responded to them with **empathy and understanding** (by responding to either AGREE or STRONGLY AGREE)

Our Goals:

By June 2026 there will be a **5% increase** in students responding that they feel safe at school. There will also be a **5% increase** in students who feel satisfied with the steps taken by the school to prevent bullying. There will be a **5% increase** in students who feel that educators and staff respond to them with empathy and understanding.

How will we reach our goals?:

- Provide direction instruction or appropriate social skills
- Explicit teaching of the [HDSB Code of Conduct](#); the [difference between bullying and conflict](#)
- Homeroom classroom review of the HDSB Bullying Response Protocol, and reporting tool
- Google Form sign-off for educators after review of the HDSB Code of Conduct, Discriminatory & Harmful Language Protocol, Bullying Response Protocol
- School wide activities to promote positive behaviour, beginning with our theme week of Bullying Intervention and Prevention Nov. 17-21st, 2025
- Continued focus on our school motto: “Work Hard, Be Nice, Make a Difference”
- Dynamic Dolphin Draw incentive program
- Bullying Prevention school wide theme week in November
- School wide community-building / identity activity and display in January
- Student Led Bullying Prevention Classroom visits
- Student Led Announcements
- Student Activities and Clubs
- Equipment available for outside play
- Teach, model, and encourage self-regulation
- Student concerns are addressed (Community Circles, Class meetings, educator follow up, admin follow up)
- Promotion of Bullying Prevention Week and Kindness Week in November
- Use an [Inclusive Design](#) approach to planning lessons and activities
- Develop a Bullying response protocol specific to Pilgrim Wood PS that clearly sets up action item steps for the 48 hours following a reporting of bullying, by classroom educators, support staff, and administrators

How Will We Measure Our Change?

- Have Your Say Survey June 2026
- Future school-based surveys for 2025-26 school year
- Feedback from students, staff, families, community members

How Do We Respond to Bullying?

1. Follow the [HDSB Bullying Response Protocol](#)
2. For all incidents:
 1. Assess student safety
 2. Acknowledge and affirm feelings of the victim
 3. Gather information and ask questions using PW reflection and observation sheets to capture student voice
 4. Assess the severity of the incident
 5. Staff to complete SSIR if/when appropriate
 6. Utilize the [Discriminatory and Harmful Language Protocol](#) if needed

7. Make a plan for support for victim and follow up consequences for the perpetrator keeping [bias free progressive discipline](#) in mind
8. Possibly access/use the following:
 1. Access school Child and Youth Care Practitioner
 2. Access school Social Worker
 3. Collaborative Problem Solving
 4. Restorative Justice Steps

An integral part of the process is communication with both the victim's and the perpetrator's families. A school support team using the [Circle of Support model](#) will ensure that parents and students know what happened; how it is being dealt with; and how these actions impact not only the individuals, but their families and school community/classmates.

Ways in which we learn; communicate our learning; implement plans to support students in order to prevent bullying or respond to it; and monitor/assess our success related to our goals:

STAFF:

1. Safe and Inclusive Schools Policies and Procedures
2. Public Health Resources
3. School Team and School Resource Team (SRT)
4. Bullying Prevention/Wellness Meetings
5. [Bullying Awareness and Prevention Resources](#)
6. Centralized HDSB workshops and PD
7. PW Post - monthly communication with PW family community.
8. Promote positive mental health using [HDSB Well-Being Expected Practices](#)
9. Model positive, welcoming, inclusive, and empathetic talk in the classroom and hallways
10. Co-created classroom anchor charts designed to reference expectations
11. Provide many opportunities for students to be engaged in school activities
12. Promote positive behaviours and kindness
13. Understand and use [Critical Consciousness](#) to assess and plan lessons
14. Promote acceptance of all, regardless of differences
15. Use [Inclusive Design](#) to plan lessons and activities
16. Promote and complete school-based surveys
17. Promote and complete HDSB centralized surveys (Have Your Say)

STUDENTS:

1. Demonstrate kindness to others
2. Use words to solve problems and use adult support for (restorative) conversations
3. Be accepting of others' differences
4. Understand the difference between intent vs impact
5. Complete school-based and HDSB centralized surveys

FAMILIES:

1. Get involved (School Council, community events, Open House, Performances)
2. Reinforce positive approaches to problem solving in your discussions with your kids at home
3. Understand the difference between bullying and developmentally typical conflict
4. Read through and discuss the [HDSB Code of Conduct](#) with your children.
5. Complete HDSB centralized surveys that can provide us with feedback

This plan will be shared with staff and families via:

- [Website](#)
- School communication
- Staff meetings
- School council meetings