

At RE Wilson, when you have a problem, we are here to help you. We use the WITS approach to de-escalate and resolve conflicts.



The four WITS strategies teach and guide our students to resolve conflicts. The Seek Help strategy is the most important strategy. Students are encouraged to **"SEEK HELP"** any time they feel they are unable to manage emotionally, socially or physically.

WALK away to...

- ☐ take a break from the activity or situation
- ☐ take time to calm down
- ☐ take deep breaths
- ☐ count backwards from 10
- ☐ find another group or activity
- ☐ **Seek help**

Ignore because...

- ☐ both sides feel it was not a big issue
- ☐ you know it was an accident

TALK IT OUT

Step 1 Calm your body and mind

- ☐ stop and think
- ☐ stay relaxed, take deep breaths
- ☐ speak slowly
- ☐ use "I" messages/statements

Step 2: When speaking:

- ☐ use your words; take turns speaking and listening to one another
"Stop, I do not like it when..."
- ☐ Explain what you are feeling and why:
"Beatrice, I do not like it when you push me in the sand it makes me angry."
"Stop pushing me! I don't like that"

Step 3: When listening:

- ☐ listen to the other person
- ☐ care about how each person is feeling
- ☐ take responsibility for your behaviour/actions/ words
- ☐ find a solution that works for everyone by asking: "How can we make it better?" or "What can I do to make you feel better?"



Step 4: If the situation is still unresolved

- ☐ **Seek help**

SEEK HELP if any of these occur

- ☐ if you or someone is upset
- ☐ there is danger
- ☐ someone is hurt
- ☐ someone is sick
- ☐ there is a fight
- ☐ there is bullying

When you seek help from a teacher say,
"I am using my WITS. I am Seeking Help!"

An **UPstander** is someone who speaks up against bullying behaviour and activities by saying something to an adult or if it is safe to do so, speak up at that moment. **If you or someone you know is feeling unheard, being teased or bullied, don't be a "bystander", be an "upstander" and ask an adult for help.**

Remember, **telling is not tattling**. You are helping to make our school and your community a safe and fun place where we all belong.

Seek help if any of these occur:

- ☐ name calling
- ☐ blaming
- ☐ swearing
- ☐ yelling at one another
- ☐ teasing
- ☐ getting even or payback
- ☐ not listening
- ☐ threatening
- ☐ pushing, hitting, kicking, scratching, biting...
- ☐ put downs
- ☐ making excuses
- ☐ bringing up the past

Instead of Arguing...

- ☐ listen to the other person
- ☐ find a win-win solution that makes everyone feel wonderful
- ☐ try rock-paper-scissors
- ☐ pick a number
- ☐ take turns



**Remember, you are in control.
The choice is yours to make.**

For more information about WITS visit:
<http://www.witsprogram.ca>

WHAT IS BULLYING?

"Bullying" means aggressive and repeated behaviour meant to:

(i) cause harm, fear or distress to another individual, including physical, social, psychological or academic harm, harm to the individual's reputation or harm to the individual's property,

(ii) creating a negative environment for another individual.

There are four types of bullying behaviour:

PHYSICAL: hitting, shoving, stealing or damaging property

VERBAL: name calling, mocking, or making sexist, racist or homophobic comment

SOCIAL: excluding others from a group or spreading gossip or rumours about them

ELECTRONIC/CYBER BULLYING: spreading rumours and hurtful comments through the use of cellphones, email, text messaging and social networking sites



ENSURING SAFE SCHOOLS

CHARACTER EDUCATION



The fundamental building blocks to a safe and caring school community are the relationships and partnerships between administrators, staff, parents, students and the community. It is through these relationships and partnerships that all individuals in the school community have the opportunity to practice and model to one another the character attributes that are at the foundation

At R.E. Wilson, we are committed to providing learning and working environments where all individuals feel safe, valued, respected, and welcome by highlighting:

- | | |
|--------------|-----------------|
| *ACCEPTANCE | *APPRECIATION |
| *COOPERATION | *EMPATHY |
| *FAIRNESS | *INTEGRITY |
| *OPTIMISM | *PERSEVERANCE |
| *RESPECT | *RESPONSIBILITY |

RESTORATIVE PRACTICES

The OCDSB promotes the use of Restorative Practices. Restorative practices focus on relationship building, especially through the use of affective statements and questions. It also uses activities that create community and model pro-social behaviour, active listening skills, and to address problems as they arise.

Restorative practices are also used to address the harm that has been done. Individuals involved in bullying behaviours are given the opportunity to discuss the impact of their actions and what can be done to make things right. Schools that use restorative practices have shown to reduce misbehaviour and bullying, violence among students.

