



Government of Bermuda

MINISTRY OF EDUCATION

OFFICE OF THE MINISTER

PARLIAMENTARY QUESTIONS

For Written Response on Friday, November 21st, 2025

To: The Honourable Minister

- 1. Will the Honourable Minister please provide this Honourable House with details on the implementation strategy for the new ban on student use of personal electronic devices including cell phones and smartwatches during school hours, including how schools are expected to monitor and enforce the policy?**

Implementation

It should be noted that the 2003 Code of Conduct included rules in relation to the use of mobile phones. In September 2025, the Bermuda Public School System instituted an updated Student Code of Conduct which reinforced the rules around Personal Electronic Devices. This is designed to safeguard the learning environment by minimizing distractions and ensuring that technology use in schools is purposeful and responsible.

The implementation of this policy forms part of a broader strategy to embed the new Code of Conduct into school culture. The plan is structured in four phases:

- Phase 1 – Pre-launch and Readiness: Internal alignment was secured through leader briefings, a digital toolkit, and initial announcements to staff and parents.
- Phase 2 – Hard Launch: The policy was formally introduced to staff, students, and parents through staff meetings, assemblies, and PTA/PTSA sessions to ensure understanding of expectations and consequences.
- Phase 3 – Ongoing Awareness and Education: From October to January, we will gather feedback on the Code and policy. A student-led podcast will also highlight key aspects of the Code.
- Phase 4 – Evaluation: From February to June, a formal review process will be undertaken, including a mid-year pulse survey and an end-of-year report to measure impact and guide future planning.

Monitoring and Enforcement

School staff are expected to apply the Personal Electronic Devices Policy fairly and equitably, using the framework of progressive discipline outlined in the 2025 Code of

Conduct, together with restorative practices that support student learning and accountability. Staff are also required to record all infractions and the corresponding disciplinary responses.

School leaders are responsible for regularly monitoring this data and employing the Multi-Tiered System of Support (MTSS) to address recurring infractions. This monitoring further enables leaders to determine whether consequences are being issued fairly, consistently, and in accordance with the 2025 Code of Conduct.

2. Will the Honourable Minister please confirm whether additional personnel such as school safety officers, hall monitors, or security staff will be required to enforce the ban, and if so, how many positions are being allocated and funded across the school system?

The enforcement of the Personal Electronic Devices Policy does not require the hiring of additional personnel such as school safety officers, hall monitors, or security staff. The implementation of this policy can be managed by principals, teachers, and school staff who are fully empowered to apply the policy fairly, consistently, and equitably, using the established progressive discipline framework and restorative practices outlined in the 2025 Code of Conduct.

Accordingly, no new positions are being allocated or funded for this purpose as the policy is embedded in the 2025 Code of Conduct and can be effectively implemented by our current school staff.

3. Will the Honourable Minister please confirm what will be the consequences for students or teachers who violate the electronic ban, and will there be a standardized enforcement protocol across all public schools to ensure consistency and fairness?

Student Consequences

Students who choose to violate the policy are subject to consequences that are guided by the progressive discipline outlined in the Code's framework and restorative practices, ensuring students learn from mistakes, repair harm, and remain connected to their school community.

Essential factors in the implementation of progressive discipline include helping students:

- understand why the behaviour is unacceptable and the harm it has caused;
- understand what they could have done differently in the same situation;
- take responsibility for their actions;
- to be given the opportunity to learn behaviour strategies and skills to use in the future;

- understand the progression of more stringent consequences if the behaviour reoccurs; and
- take measures to repair the harm the behaviour may have caused.

Progressive consequences for violating the policy include typical responses such as parent notification, detention and confiscation.

Consequences for Teachers

School staff are expected to uphold the Personal Electronic Devices Policy as part of their professional responsibilities. Should there be an occasion where a staff member fails to enforce the policy, the matter will be addressed in accordance with the Department of Education's Policy and Procedures Manual and the provisions of the Bermuda Union of Teachers' Collective Bargaining Agreement.

Standardized Enforcement

The Personal Electronic Devices Policy is embedded within the Bermuda Public School System's 2025 Code of Conduct and therefore applies uniformly across all public schools. No school may opt out or create its own variation of the policy.

Principals and school staff are required to enforce the policy fairly, consistently, and equitably, ensuring that all students are held to the same standards of accountability. Enforcement is guided by the framework of progressive discipline, which provides four graduated levels of response, and is complemented by the use of restorative practices to help students learn from mistakes and repair harm.

What is standardized across the system is the policy itself, the progressive discipline framework, and the restorative approach that underpins it. In short, standardization means one Code for all public schools, one progressive discipline framework, and one restorative foundation as part of enforcement.

Senator, The Hon. Crystal Caesar, JP
Minister of Education