



Title	Effective date
<b>Tyndale Christian School – Safe, Caring and Inclusive Schools Policy</b>	<b>July 4, 2018</b>
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Cross referenced policies	Scheduled Review Date
<b>Student Discipline Policy</b>	<b>March 31, 2019</b>

## 1. TYNDALE CHRISTIAN SCHOOL – SAFE, CARING AND INCLUSIVE SCHOOLS POLICY

### PROTECT THEM ALL

*You shall not hate your brother in your heart, but you shall reason frankly with your neighbor, lest you incur sin because of him. You shall not take vengeance or bear a grudge against the sons of your own people, but you shall love your neighbor as yourself: I am the LORD.*

- Leviticus 19:17-18

*Truly, I say to you, as you did it to one of the least of these my brothers, you did it to me.'*

- Matthew 25:40

#### 1.1. Introduction

Every student at Tyndale Christian School (TCS) has the right to be free from harassment, violence, name-calling, and intimidation, and all students should be treated with dignity and respect. TCS affirms the rights of students and staff members to not be discriminated against as provided for in the Alberta Human Rights Act to the extent applicable and subject to the Canadian Charter of Rights and Freedoms and the nature and character of TCS as a private, voluntary religious association. Consequently, TCS has zero tolerance toward bullying.

Bullying is ultimately a condition of human brokenness that torments too many children (and adults!). It occurs for all kinds of terrible reasons and sometimes for no reason at all. TCS does not tolerate bullying because it violates the commands of God (Leviticus 19:17-18; Proverbs 6:16-19; Matthew 5:44-45; Romans 12:17-21; I John 3:15). TCS insists on zero tolerance toward bullying. Every individual child is protected completely and equally. Human dignity is bestowed by God on all persons. Therefore, the goal at TCS is to *Protect Them All!*

#### 1.2. Policy

TCS strives to provide a safe and caring school environment for all students, staff and parent volunteers. TCS will take a firm and intentional approach to ensure that all students have a safe and respectful learning environment and are treated with respect and dignity.

Note: Section 45(4)(d) of the School Act requires this Policy to indicate that the *Personal Information Protection Act* governs the disclosure of personal information by the Board.



### 1.3. Background

God commands us to exhibit brotherly love in our relationships with one another.

#### 1.3.1. Biblical Principles:

- Take care of yourself. (Matt. 7:1-5, 1 Cor. 6:19-20, Rom. 12:1)
- Take care of each other. (Matt. 7:12, Rom. 12:9-21, 1 Cor. 13:4-7)
- Take care of this place. (Gen. 1:28, Ps. 127:1, Matt. 25:14-30, Ps. 24:1)

#### 1.3.2. Six characteristics of a safe and caring school are:

- a respectful and caring school culture
- safety and security
- a focus on teaching and learning
- positive relationships among students and staff
- social and behavioural expectations
- community involvement

### 1.4. Procedures

#### 1.4.1. Education

1. At the beginning of each school year, all students, parents/guardians and teachers are required to review the TCS Parent/Student Handbook.
2. At the beginning of each school year, and throughout the year as required, the classroom teachers will review established expectations with their students.
3. At the beginning of each school year, and throughout the year as required, the classroom teachers will review with their students the concept of restoration and provide strategies to work towards reconciliation with peers and/or adults.
4. Community based presentations that promote Safe, Caring and Inclusive Schools, and are approved by Administration, will be utilized by the teachers.

#### 1.4.2. Harassment/Bullying

1. The School board will ensure there are programs in place to educate staff members, students and parents of the issue of harassment/bullying.
2. All staff members are to become knowledgeable of harassment/bullying behaviours and the mechanism for dealing with and resolving such behaviour by reviewing the harassment/bullying section of the Staff Handbook and attending any inservices offered by the School board.
3. Teachers will take a proactive stance to prevent and increase awareness of harassment/bullying in their classrooms using age appropriate language and examples.
4. Students should be taught to work out issues of conflict among themselves and when necessary, how to seek out assistance from a staff member.
5. If a student observes another student being harassed or bullied, they shall inform their classroom teacher.
6. If a teacher observes or suspects a student is being bullied by another student, he/she shall investigate the complaint, interview participants and/or witnesses, and review evidence as necessary. If bullying is confirmed, the teacher will assist the students in resolving the conflict. If the conflict remains unresolved,



the teacher shall advise the Principal. The Principal will meet with the students and schedule a meeting with the parents/guardians of the students.

7. If a teacher observes or suspects a student is being harassed by an adult, he/she shall advise the Principal. The Principal and the teacher will investigate the complaint, interview participants and/or witnesses, and review evidence as necessary. Detailed documentation of steps taken and findings shall be made by the Principal and the teacher. If harassment is confirmed, the Principal shall advise the student's parents, and contact the appropriate authorities, i.e. police, social services.
8. If a teacher is harassed by a student, parent, or other staff member, they shall attempt to resolve the conflict with the offender. If the conflict remains unresolved, the teacher shall advise the Principal. The Principal will schedule a meeting with the parents/guardians and/or the offending party.
9. Any conflict that cannot be resolved with the Principal will be referred to the Board.

#### **1.4.3. Discipline**

When discipline of a student(s) is required to ensure a safe and caring school environment, it will be handled pursuant to the Student Discipline Policy.

The principal and the staff will ensure that consequences of unacceptable behaviour are fair and given on a case by case basis. Disciplinary action must take into account the student's age, maturity, and individual circumstances. The principal and the staff must also provide support for students who are impacted by inappropriate behaviour, as well as for students who engage in inappropriate behaviour.

#### **1.4.4. Restoration**

As a Christian school, we strive to achieve reconciliation and unity in the spirit of Matthew 18:15 – 19. Students and staff will be encouraged to seek reconciliation with one another and, if required, seek out the assistance of a third party within the school (i.e. a teacher or staff member). If reconciliation is not achieved, all parties will meet with the Principal to work towards restoration.

If the conflict involves the Principal, the parties will meet with the Chair of the Board to work towards restoration.

### **1.5. Definitions**

#### **1.5.1. Harassment/Bullying**

**Bullying** means repeated and hostile or demeaning behaviour by an individual in the school community where the behaviour is intended to cause harm, fear or distress to one or more other individuals in the school community, including psychological harm or harm to an individual's reputation.

- **Harassment** – by an adult toward a student
- **Bullying** – by a student towards a student

#### **1.5.2. Examples of Harassment/Bullying**

Bullying and harassment can include, but is not limited to, the following behaviours:

- **Physical Aggression**



spitting; pushing; tripping; hitting; shoving; kicking; hair pulling; hiding personal possessions (lunch, etc.); damaging property; attacking family or friends; coercion; intimidation; threatening with a weapon; defacing property; stealing.

- **Verbal Aggression** inappropriate teasing; name calling; offensive remarks, inappropriate jokes or innuendo, mocking; sarcasm; putdowns; whistling/catcalls; leaving nasty or threatening notes; threatening or intimidating phone calls; giving dirty looks; racist, sexist taunting; daring another to do something dangerous; verbal threats against property; verbal threats of violence or inflicting bodily harm; coercion; extortion; includes all forms of communication including mail, e-mail, fax , voice mail, notes or yearbook journaling
- **Nonverbal – Body Language**  
inappropriate glaring; snickering; gestures; ignoring (silent treatment); shunning; confining; surrounding; blocking, unwelcome physical contact such as inappropriate touching or patting
- **Intimidation**  
stealing; extortion; pranks; dares (public challenge); bribery; threats; locking in a confined space; swarming; stalking; anonymous phone calls; gossip; breaking confidence
- **Discrimination**  
racial slurs; imitation of accent; put downs about cultural differences; insults about appearances

### **1.6. Request for the Creation of Student Support Organizations/Clubs**

Upon receipt of a request for a club or activity, the principal shall determine whether the requested club or activities would create a safe, caring, welcoming and respectful environment and is consistent with the mission statement of the school.

Any notification concerning clubs and activities will be consistent with the usual practices and responsibilities of the school.

The request form can be found on page 5 of this policy.

### **1.7. Conclusion**

*“There are six things that the Lord hates, seven that are an abomination to him: haughty eyes, a lying tongue, and hands that shed innocent blood, a heart that devises wicked plans, feet that make haste to run to evil, a false witness who breathes out lies, and one who sows discord among brothers.”*

- Proverbs 6:16-19

Jesus summarizes all of this in Matthew 5:44-45 commanding us to love even our enemies. This command Paul reiterates in Romans 12:17-21 and in Ephesians 4:29 urging the church to “let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it may give grace to those who hear.” It is clear throughout the Bible that we have a duty to treat everyone with love, seeking to build each other up. This leaves no room for bullying or harassment at Tyndale Christian School.



**1.8. Request Form for the Creation of Student Organizations/Clubs**

**SUPPORT FOR STUDENT ORGANIZATIONS/CLUBS**

*TCS will support the formation of student organizations that are consistent with the mission statement of the school. Should any stakeholder wish to start a club at TCS, the following request form must be submitted to the administration:*

**RATIONALE**

1.) Name of organization/club:

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2.) Please highlight the general goals of this club.

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3.) Please explain how the formation of this club will help TCS better achieve its mission and vision.

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\_\_\_\_\_  
Parent Signature

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Student Signature

Please submit this form to the administration.

Approved: \_\_\_\_ Yes \_\_\_\_ No

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Board President Signature

\_\_\_\_\_  
Principal Signature