

COALDALE CHRISTIAN SCHOOL

"Your word is a lamp unto my feet and a light for my path" Psalm 119:105
2008-8 Street Coaldale, Alberta T1M 1L1 Ph: (403)-345-4055 Fax: (403)-345-6436
office@coaldalecs.com
www.coaldalechristianschool.com



Safe and Caring School Policy

Our Context: A Parental School

Parents have the primary responsibility for the education of their children. God has given authority over children to parents, also in the area of education (see Genesis 18:19, Deuteronomy 6, Psalm 78, Prov. 22:6, Eph.6:1-4). The task of the school can be distinguished from that of the home and the church, but it shares with them a common purpose to tell the next generation about the deeds of the Lord so that they, too, may set their hope in God (Psalm 78). When home, school, and church are united in this aim, the work of the one institution has life-giving consequences for the spiritual well-being of the others. The task of the school, therefore, is closely bound to the church's confession about the communion of saints (Heidelberg Catechism, LD 21, Q&A 55).

In order for education to be most effective, there must be uniformity of purpose and direction between home, school, and church. To achieve this, parents belonging to Canadian Reformed Churches of Coaldale and Taber have established a school society and elected a parental board to operate and maintain Coaldale Christian School. The aim of Coaldale Christian School is to raise God's covenant children in the light of His true, infallible, and inerrant Word.

The Reformed Christian worldview, as it is taught in the Canadian Reformed and United Reformed Churches, will be upheld and promoted in all aspects of school life. Daily instruction in the school will be in accordance with the directives of the society and subject to Holy Scriptures, as summarized in the Belgic Confession, Heidelberg Catechism, and Canons of Dort.

General Aims of Education at Coaldale Christian School

- To assist parents in their task of bringing up their children in faithfulness to the revealed Word of God.
- To assist parents in revealing and declaring to their children their Triune God, who wishes to be known by them so that they may rightly confess, serve, and honour Him in their given office.
- To assist parents in enabling and encouraging children to fulfill their cultural tasks to the best of their ability, both now and later in life.
- To assist parents in the instruction of their children in these important areas of knowledge: Bible and confessions, Church History, arts, Canadian and world studies, language, mathematics, physical education and science.
- To assist parents in teaching their children to develop a Christian mind and Christian discernment capable of evaluating philosophies and ideologies through the lens of God's revealed Word.
- To assist parents in equipping their children for their lifelong calling as prophet, priest and king.

COALDALE CHRISTIAN SCHOOL

"Your word is a lamp unto my feet and a light for my path" Psalm 119:105
2008-8 Street Coaldale, Alberta T1M 1L1 Ph: (403)-345-4055 Fax: (403)-345-6436
office@coaldalecs.com
www.coaldalechristianschool.com



Principles for Implementation of Safe Teaching and Learning Policy

While holding to the aforementioned foundational statements, purpose, and aims the Coaldale Christian School Society is committed to taking actions that:

- Ensure policies, procedures and programs help create a welcoming, respectful, safe and caring learning and teaching environment in the school.
- Define appropriate and inappropriate behaviours, language, and actions in order to prevent bullying, violence, prejudice, intimidation and harassment through greater awareness of, and responsiveness to, their harmful effects.
- Ensure that all such inappropriate behaviours and complaints are taken seriously and are documented and dealt with expeditiously and effectively through consistently applied policy and procedures.
- Provide avenues of recourse to students and staff when they are victims of harassment, prejudice, intimidation, bullying and/or violence.

When implementing these policy directions, the Board of Coaldale Christian School will adhere to the Society's Constitution and philosophy. In keeping with the Society's Constitution and philosophy, all staff at Coaldale Christian School are expected to promote and uphold a Reformed Christian worldview in all aspects of life.

Code of Conduct:

At Coaldale Christian School all students and staff members are to be treated with the utmost respect and care (Micah 6:8; 1 John 4: 16-18). Staff members, students and visitors, are to be provided a welcoming, safe, caring and respectful environment in a manner consistent with the school society's philosophy and in accordance with the guidelines articulated in this policy.¹ Unacceptable behaviour includes bullying, violence, prejudice, harassment, threats, and intimidation, whether by personal or electronic means. Acceptable behaviours include those that reflect the fruits of the Spirit such as love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control (Galatians 5: 22-23).

Discipline:

- Any violation of the code of conduct by students may result in a suspension from school and school sponsored activities. Disciplinary action will be decided upon by the administration and, if necessary, the school board, and will reflect the nature of the incident as well as the age and maturity of the child(ren) involved.

¹ The Coaldale Christian School Society 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 Coaldale Christian School as a private, voluntary religious association. See e.g. *H.S. v. The Private Academy*, 2017 HRTO 791; *Caldwell et al. v. Stuart et al.*, [1984] 2 S.C.R. 603; *Loyola High School v. Quebec (Attorney General)*, 2015 SCC 12.

COALDALE CHRISTIAN SCHOOL

"Your word is a lamp unto my feet and a light for my path" Psalm 119:105
2008-8 Street Coaldale, Alberta T1M 1L1 Ph: (403)-345-4055 Fax: (403)-345-6436
office@coaldalecs.com
www.coaldalechristianschool.com



- Staff members found to be in violation of this policy may also face disciplinary action up to and including termination of employment.

Support for Victims:

- Coaldale Christian School is committed to supporting any students or staff members that have been the recipient of inappropriate and/or discriminatory conduct. The student or staff member will receive appropriate support through the school and our guidance department.
- In the case that more extensive assistance is required, the school will enlist the support of local professionals.

Restoration and Support for Students or Staff Who Engage in Inappropriate Behaviour:

- Coaldale Christian School is committed to the principles of reconciliation and unity in the spirit of Matthew 18:15–19. Where appropriate, 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.
- Students or staff who engage in inappropriate behaviour will be provided the opportunity to access appropriate resources in our school (for example, the guidance department) and in our community to assist them in evaluating and correcting their behaviour.

Establishment of a Club:

In an effort to ensure that all students are able to experience a welcoming, safe, caring, and respectful environment, Coaldale Christian School promotes the establishment of voluntary student-organized clubs designed to achieve this goal. These clubs may be established as long as they are created in a respectful fashion, and in conformance with the philosophy and basis of the school. Clubs such as these provide students the opportunity to learn how to live out their calling to show love to God and to their neighbour (Galatians 5:14; John 13:34; Mark 12:29-31).

The following guidelines apply to the establishment of clubs dedicated to the promotion of a welcoming, caring, respectful and safe learning environment:

- If one or more students request a staff member employed by the board for support to establish a voluntary student organization, or to lead an activity intended to promote a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging for all students in the school, the principal of the school shall, without undue delay and after ensuring that the purpose of the voluntary student organization or activity is in harmony with the philosophy of the school, grant permission for the establishment of the student organization or the holding of the activity at the school.
- Within a reasonable time from the date that the Principal receives the request, the Principal will designate a staff member to serve as the staff liaison to facilitate the establishment, and the

COALDALE CHRISTIAN SCHOOL

"Your word is a lamp unto my feet and a light for my path" Psalm 119:105
2008-8 Street Coaldale, Alberta T1M 1L1 Ph: (403)-345-4055 Fax: (403)-345-6436

office@coaldalecs.com

www.coaldalechristianschool.com



ongoing operation, of the student organization or to assist in organizing the activity. All staff members who lead or support student clubs, voluntary student organizations, and student-initiated activities must have a lifestyle and reputation that is in accordance with the philosophy of Coaldale Christian School and must be a member in good standing in either the Canadian or United Reformed Churches. The staff member is required to attend all meetings of the student club, voluntary student organization, or all planning meetings of student-initiated activities and provide regular updates to the Principal.

- An organization or activity includes an organization or activity that promotes equality and non-discrimination regardless of personal characteristics. Non-discrimination refers to the equal treatment and support of people, and does not require that behaviours, thoughts, or feelings that are contrary to a Reformed worldview be endorsed or promoted.²
- In keeping with the biblical values of Coaldale Christian School (as identified in our philosophy and constitution), prayer, Bible reading, and biblical teaching (based on a Reformed worldview as summarized in our confessions – the Heidelberg Catechism, the Canons of Dort, and the Belgic Confession) will be an integral component of any student club, voluntary student association, or student-initiated activity.
- Students may select a respectful and inclusive name for their club or voluntary organization that it is in harmony with the philosophy of the school.
- Section 45.1(4)(d) of the *School Act* requires this Policy to indicate that the *Personal Information Protection Act (PIPA)* governs the disclosure of personal information by the Board. *PIPA*, the *School Act*, the *Alberta Bill of Rights* and the Teacher's Professional Code of Conduct provide significant latitude for parental notification for participation in student clubs and voluntary student associations:
 - *PIPA* states that notification is allowed in situations where: "a reasonable person would consider that the disclosure of the information is clearly in the interests of the individual and consent of the individual cannot be obtained in a timely way or the individual would not reasonably be expected to withhold consent". *PIPA* also states that notification is allowable in situations where, "the disclosure of the information is necessary to respond to an emergency that threatens the life, health or security of an individual or the public".
 - The *School Act* states that "parents have a right and a responsibility to make decisions respecting the education of their children".
 - The *Alberta Bill of Rights* guarantees as a fundamental freedom "the right of parents to make informed decisions respecting the education of their children."
 - The Teacher's Code of Professional Conduct states, "The teacher may not divulge information about a pupil received in confidence or in the course of professional duties except as required by law or where, in the judgment of the teacher, to do so is in the best interest of the pupil".

² The Coaldale Christian School Society 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 Coaldale Christian School as a private, voluntary religious association. See e.g. *H.S. v. The Private Academy*, 2017 HRTO 791; *Caldwell et al. v. Stuart et al.*, [1984] 2 S.C.R. 603; *Loyola High School v. Quebec (Attorney General)*, 2015 SCC 12.

COALDALE CHRISTIAN SCHOOL

"Your word is a lamp unto my feet and a light for my path" Psalm 119:105

2008-8 Street Coaldale, Alberta T1M 1L1 Ph: (403)-345-4055 Fax: (403)-345-6436

office@coaldalecs.com

www.coaldalechristianschool.com



Section 45.1 of the School Act requires the school board to include the text of sections 16.1(1), (3), (3.1), (4) and (6) in this policy.³ Portions of Section 16.1 are currently before the courts in regards to their constitutionality. The Coaldale Christian School Society is unable to adopt provisions into its policy that violate its religious beliefs and the legal and constitutional rights of students, parents and the school community. For access to Section 16.1 and its contents, please refer to the School Act, or contact the school office for a copy accompanied by details of the court challenge.

Nothing in this Policy is to be interpreted so as to limit or be a waiver of the Board's or school's rights, powers and responsibilities pursuant to the *Alberta Bill of Rights* and the *Canadian Charter of Rights and Freedoms*. To the extent, provisions referenced in this Policy conflict with the Board's or school's rights, powers and responsibilities pursuant to the *Alberta Bill of Rights* and the *Canadian Charter of Rights and Freedoms*, the Board's and school's rights, powers, beliefs and policies pursuant to the *Alberta Bill of Rights* and the *Canadian Charter of Rights and Freedoms* will govern.

³ Sections 45.1 and 16.1 of the *School Act* are currently under Constitutional challenge before the Courts: the Coaldale Christian School Society recognizes that the application of any provisions of the *School Act* are subject to the paramount provisions of the *Canadian Charter of Rights and Freedoms* and the *Alberta Bill of Rights*, protecting freedom of conscience, religion, expression, association and the right of parents to make informed decisions concerning the education of their children.