



Policy Section: **School Administration**

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Policy Name: **Safe and Supportive Schools**

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Policy Statement

It is the policy of the Keewatin-Patricia District School Board to provide peaceful and welcoming learning environments that are safe, orderly, nurturing, positive and respectful.

This policy is an umbrella statement under which all administrative regulations, operating procedures, and the Keewatin-Patricia District School Board’s Codes of Conduct relating to student discipline will be written. This policy incorporates guidelines that must be administered uniformly throughout the Board.

Rationale

The Keewatin-Patricia District School Board believes that all members of the school learning community have the right to be safe and feel safe within their school community. With this comes the responsibility to demonstrate respect for social justice and human rights, promotion of the values needed to develop responsible members of a democratic society, and an acceptance that emphasizes equity of opportunity, and outcomes.

This will be achieved by establishing and maintaining high expectations for behaviour. The Board promotes a proactive and preventative approach with a strong emphasis on early intervention, conflict prevention and resolution, counseling, inclusion of social skills in the curriculum, and support for all members of the school community.

Guidelines

1. Members of the Keewatin-Patricia District School Board approve and support the following:
 - 1.1 Bullying, including cyber-bullying behaviour of any type will not be tolerated in our schools;

<p>Cross References: Police/School Board Protocol</p> <p>Policies Policy 302, Search & Seizure in Schools Policy 310, Child Abuse and/or Neglect Policy 319, Substance Use by Students Policy 325, Access to Schools Policy 329, Progressive Discipline & Promoting Positive Student Behaviour Policy 503, Equity and Inclusive Education Policy 706, Employee Code of Conduct</p> <p>Procedures 321, Safe and Supportive Schools; 706, Employee Code of Conduct 330, Character Development , 902, Ontario School Records</p>	<p>Date Approved: February 12, 2002 Last Reviewed: May 13, 2003 Last Revised: Feb 12/08; Mar 8/11; June 11/13; June 9/15; April 24/18;</p> <p>Review by: 2023</p>
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- 1.2 Violence of any type will not be tolerated in any form in our schools;
- 1.3 Acts of violence within the school environment will be handled within the parameters of this policy and the Code of Conduct that will provide the principal with the latitude to apply age-appropriate consequences;
- 1.4 Coaches and supervisors will conduct all school based events in a manner consistent with the spirit of this Safe and Supportive Schools Policy;
- 1.5 All members of the school learning community will annually be made aware, by the principal, that the Safe and Supportive Schools Policies are in effect in each school and that there are services to address the needs of those who have been harmed as well as those who have caused harm;
- 1.6 All employees of the board must take seriously all allegations of bullying behaviour, including cyber-bullying, and act in a timely, sensitive, and supportive manner when responding to students who disclose or report bullying incidents;
- 1.7 All school staff, under the leadership of their principals, must provide ongoing support for offenders and victims of bullying as well as those who have been affected by observing bullying;
- 1.8 The principles of safe schools, non-violence, and violence prevention will be incorporated into each school’s integrated curriculum;
- 1.9 Through a system-wide approach, all employees of the Keewatin-Patricia District School Board may be trained in the principles of Restorative Practice; and
- 1.10 For further reference, see Procedure 321, Safe and Supportive Schools, which are available on the board website.

<p>Cross References: Police/School Board Protocol</p> <p>Policies Policy 302, Search & Seizure in Schools Policy 310, Child Abuse and/or Neglect Policy 330 Character Development Policy 319, Substance Use by Students Policy 322, Code of Conduct Policy 325, Access to Schools Policy 329, Progressive Discipline & Promoting Positive Student Behaviour Policy 503, Equity and Inclusive Education Policy 706, Employee Code of Conduct Policy 709, Workplace Harassment</p> <p>Procedures 321, Safe and Supportive Schools; 706, Employee Code of Conduct 330, Character Development , 902, Ontario School Records</p>	<p>Date Approved: February 12, 2002 Last Reviewed: May 13, 2003 Last Revised: Feb 12/08; Mar 8/11; June 11/13; June 9/15; April 24/18;</p> <p>Review by: 2023</p>
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2. The components of this Safe Schools Policy are:

2.1 The School Environment

The Keewatin-Patricia District School Board will provide a safe, welcoming violence-free environment in its schools that promotes a sense of belonging, which includes assurance that:

- positive behaviour is acknowledged and rewarded;
- positive behaviour is modeled by all staff;
- discipline strategies are fair and focus on teaching students about appropriate behaviours while maintaining their self-respect;
- a sense of responsibility, empowerment, and ownership is encouraged in students by all members of the school community;
- achievement and wellness are fostered in all students;
- wide participation in extra-curricular activities by all students is encouraged; and
- parental involvement and community participation are invited and welcomed

Principals and/or the Superintendents or Facility Manager will review each school's policy and consider the following elements in creating safe schools:

- physical-plant aspects such as proper lighting; the securing of unsafe areas; safe storage of dangerous objects; maintenance of playground equipment;
- the presence of responsible adults in the school yard and in the corridors;
- procedures for dealing with visitors and strangers in the school (Policy 325, Access to Schools);and
- procedures for dealing with police and other emergency services.

2.2 Violence Prevention in the Curriculum

<p>Cross References: Police/School Board Protocol</p> <p>Policies Policy 302, Search & Seizure in Schools Policy 310, Child Abuse and/or Neglect Policy 319, Substance Use by Students Policy 325, Access to Schools Policy 329, Progressive Discipline & Promoting Positive Student Behaviour Policy 503, Equity and Inclusive Education Policy 706, Employee Code of Conduct</p> <p>Procedures 321, Safe and Supportive Schools; 706, Employee Code of Conduct 330, Character Development , 902, Ontario School Records</p>	<p>Date Approved: February 12, 2002 Last Reviewed: May 13, 2003 Last Revised: Feb 12/08; Mar 8/11; June 11/13; June 9/15; April 24/18;</p> <p>Review by: 2023</p>
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The curriculum of the Keewatin-Patricia District School Board will provide opportunities for students to:

- develop the attributes of good character;
- understand how to be alert and prudent about personal safety;
- develop, practice, and reflect on interpersonal skills, communication, and problem-solving skills such as negotiation, mediation, management of conflict assertiveness, and the ability to cope with change or frustration;
- develop self-confidence and enhance self-esteem;
- acquire the ability to understand, respect, and care for others;
- acquire skills that will be useful in their existing and future relationships, such as parenting;
- develop the ability to value and respect the diversity of people and points of view in society.

2.3 Equity

The Keewatin-Patricia District School Board will not tolerate discrimination based on:

- racism, or intimidation and discrimination based on ethnocultural, religious, or linguistic differences;
- sexism, sexual harassment, and gender inequities;
- sexual orientation;
- class/income level and occupation; and
- disability.

For further direction, access Keewatin-Patricia District School Board Policy 503, Equity and Inclusive Education.

<p>Cross References: Police/School Board Protocol <u>Policies</u> Policy 302, Search & Seizure in Schools Policy 310, Child Abuse and/or Neglect Policy 319, Substance Use by Students Policy 325, Access to Schools Policy 329, Progressive Discipline & Promoting Positive Student Behaviour Policy 503, Equity and Inclusive Education Policy 706, Employee Code of Conduct <u>Procedures</u> 321, Safe and Supportive Schools; 706, Employee Code of Conduct 330, Character Development , 902, Ontario School Records</p>	<p>Date Approved: February 12, 2002 Last Reviewed: May 13, 2003 Last Revised: Feb 12/08; Mar 8/11; June 11/13; June 9/15; April 24/18; Review by: 2023</p>
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2.4 Staff Development

The Keewatin-Patricia District School Board will include the following elements in its staff development programs:

- developing an awareness of Keewatin-Patricia District School Board Code of Conduct and related policies; and
- developing an understanding of the elements of the Keewatin-Patricia District School Board’s Character Development program;
- recognizing signs of physical, sexual, or mental abuse and/or neglect and awareness of the protocol in Policy 310, Child Abuse and/or Neglect;
- applying school board and school procedures consistently;
- identifying and eliminating bias and discrimination on the basis of race, culture, religion, gender, language, disability, sexual orientation, or other attributes such as income or appearance; and
- modeling positive behaviour (e.g. treating everyone with respect, interacting peacefully, avoid stereotypes).

In addition, staff development for teachers and administrators will include:

- developing a welcoming, inviting and safe environment;
- liaising with community agencies to prevent or deal with problems;
- incorporating instructional strategies such as cooperative learning and role playing to help students develop interpersonal skills;
- developing skills in early identification and intervention;
- supporting the safety and welfare of victims;
- planning for the reintegration of perpetrators of violence or discrimination;
- mediating and managing conflict (including those occurring in large group situations) in order to diffuse them;
- supporting the unique learning styles of all students; and

<p>Cross References: Police/School Board Protocol</p> <p>Policies Policy 302, Search & Seizure in Schools Policy 310, Child Abuse and/or Neglect Policy 330 Character Development Policy 319, Substance Use by Students Policy 322, Code of Conduct Policy 325, Access to Schools Policy 329, Progressive Discipline & Promoting Positive Student Behaviour Policy 503, Equity and Inclusive Education Policy 706, Employee Code of Conduct Policy 709, Workplace Harassment</p> <p>Procedures 321, Safe and Supportive Schools; 706, Employee Code of Conduct 330, Character Development , 902, Ontario School Records</p>	<p>Date Approved: February 12, 2002 Last Reviewed: May 13, 2003 Last Revised: Feb 12/08; Mar 8/11; June 11/13; June 9/15; April 24/18;</p> <p>Review by: 2023</p>
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- using fair discipline strategies that focus on teaching the student about appropriate behaviours while maintaining their self-respect.

2.5 Home, School, and Community Involvement

The Keewatin-Patricia District School Board believes it is a shared responsibility among parents, school, and community:

- to assist students in managing their lives and relationships in non-violent ways; and
- to enable students to develop the knowledge, skills and attitudes necessary to prevent violence and to deal with violent and potentially violent situations.

2.6 Code of Conduct

The Keewatin-Patricia District School Board Code of Conduct Policy 322 will be communicated to staff, students, parents or guardians and the community on an annual basis. School Councils will be involved in the review of the Code of Conduct.

<p>Cross References: Police/School Board Protocol</p> <p><u>Policies</u> Policy 302, Search & Seizure in Schools Policy 310, Child Abuse and/or Neglect Policy 319, Substance Use by Students Policy 325, Access to Schools Policy 329, Progressive Discipline & Promoting Positive Student Behaviour Policy 503, Equity and Inclusive Education Policy 706, Employee Code of Conduct</p> <p><u>Procedures</u> 321, Safe and Supportive Schools; 706, Employee Code of Conduct 330, Character Development , 902, Ontario School Records</p>	<p>Date Approved: February 12, 2002 Last Reviewed: May 13, 2003 Last Revised: Feb 12/08; Mar 8/11; June 11/13; June 9/15; April 24/18;</p> <p>Review by: 2023</p>
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