

Safe and Caring Learning Environment Policy

Background

Creekside Creative Academy recognizes that each person is unique and brings different gifts and talents. It is the belief that all students and staff should be treated with dignity and respect. Creekside Creative Academy recognizes the need for a learning environment to be well ordered, safe, developmentally appropriate, and non-threatening.

Creekside Creative Academy is an inclusive community, in which all students and staff are welcomed and accepted. Discrimination is unacceptable at any time.

Procedures

Inclusive Learning Environment

1. The staff of Creekside Creative Academy must:
 - a. Support students to help them develop who they are and that each person is a unique individual;
 - b. Model inclusive language at all times;
 - c. Share information about students and/or parents only with staff members involved with providing services to that student, always respecting privacy and confidentiality;
 - d. Provide agreed upon special consideration for students in a caring and inclusive manner;
 - e. Consult with students and families with respect to accommodating individual needs, ensuring privacy and confidentiality of students is maintained; and
 - f. Ensure that activities or practices that segregate or differentiate students based on ability, gender, or other characteristics are reduced to the greatest extent possible.

2. The students and families of Creekside Creative Academy must:
 - a. Conduct themselves in a manner that upholds the dignity and respect of all members that are a part of the school community; and
 - b. Report instances of language or behaviour that is in contravention to this Policy to a teacher or the Principal immediately.

Student Code of Conduct

1. Students are required to:
 - a. Attend school regularly and be punctual;
 - b. Demonstrate a state of readiness to learn and actively engage;
 - c. Ensure that their own conduct contributes to a welcoming, safe, and inclusive learning environment;
 - d. Respect the rights of others;

- e. Refrain from and report all bullying behaviour directed to others in the school;
 - f. Comply with the rules of the school; and
 - g. Positively contribute to the school and community.
2. Parents are required to:
 - a. Ensure their child attends school regularly;
 - b. Ensure that their conduct contributes to a safe and caring, inclusive learning environment and school community; and
 - c. Cooperate and collaborate with school staff for the betterment of their child.
 3. Creekside Creative Academy is required to:
 - a. Deliver appropriate educational programming to meet the needs of all students and to enable them to succeed; and
 - b. Ensure that each staff and student is provided with a welcome, caring, and safe environment that respects diversity and fosters a sense of belonging.
 4. Bullying and physical violence is not acceptable at Creekside Creative Academy. Bullying includes acts of hostile or demeaning behaviour that can be physical, verbal, social, or cyber in nature. Students who are bystanders to bullying, harassment, intimidation, or other safety concern, must report the observed behaviour or incident to school staff.

Progressive Discipline

Creekside Creative Academy recognizes that there are multiple levels of misbehaviour and discipline that allow for students, parents, and staff. The following levels of discipline are recognized as follows:

- **Minor Discipline**
 - Minor Discipline actions are meant to act as an experience in which students, staff, and parents are given the opportunity to learn from their experience and develop a sense of responsibility and respect.
 - Minor disciplinary actions may include verbal or written reminders, meeting with the student and/or the student's parent/guardian, or the removal of certain privileges.
 - Students may be sent home for less than 2 days under the category of minor discipline at the discretion of the Director of Education.
- **Major Discipline**
 - Major Discipline actions include more serious actions or persistent behaviours that will be dealt with in accordance under this category.
 - Such behaviours in the major discipline category can include, but are not limited to, persistent breaching of student expectations outlined above, engaging in communication toward any individual which can be considered as harassment or offensive, bullying, vandalism or defacing any property, stealing or possessing

property that is not one's own, possessing a weapon or device that may endanger others, engaging in actions or behaviours that the Director of Education considers to be unsafe to others, or any violation of laws.

- Major disciplinary actions may include a written warning to parents, loss of privileges, suspension from attending Creekside Creative Academy for a period of 2-10 days, expulsion from attending Creekside Creative Academy for a period longer than 10 days within compliance of the requirements set out in the *Private School Regulations*.