

The Father's House Christian School

Commitment to Safe and Caring Schools

The Father's House Christian School (TFHCS) operates to provide faith-filled education that reflects in its programs, policies, and procedures the biblical beliefs of the Evangelical, Protestant Christian community, adhering to the organization's statement of faith.

All policies and procedures of the school are developed and administered with gentleness, respect for all people as image bearers of God the creator, care for the wholeness and well-being of the people involved, and in pursuit of unity within the Christian community as the body of Christ. Genesis 1:26-27, Col 3:13-14, Psalms 133:1, Eph 4:11 – 13. We are all created in the image and likeness of God. As such, all human beings are inherently sacred and must be treated with dignity and respect. All efforts to support the inclusive, safe, and caring learning and working environment of the school must be in accordance with our Evangelical Protestant beliefs.

A nurturing inclusive community is one in which each person is welcomed, accepted, and supported as a child of God, therefore any discrimination is unacceptable.

All students, staff, and families of The Father's House Christian School will be provided with an inclusive, welcoming, caring, respectful, and safe Evangelical Christian environment that promotes the well-being of all and fosters community support for achieving this goal.¹

Administrative Procedures

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Mark 12:28-31; Luke 6:31. Hateful or harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture. As part of that commitment, the employees and students of The Father's House Christian School will conduct themselves in a manner which is consistent with the following:

Building A Culture of Respect:

The Principal and staff as designated shall:

Communicate, monitor, and address all aspects of this procedure with the staff, students, and parents/guardians on an annual basis;

In keeping with our goal of treating one another with love and respect, shall articulate the expectations regarding the worth and dignity of all, as seen in God's eyes, as part of discrimination prevention;

¹ TFHCS 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 TFHCS 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.

Ensure that school conduct procedures are reviewed annually with staff and students and that they explicitly address expectations for inclusive behaviors and language;

Take ongoing action to create and maintain an inclusive, safe, caring, and nurturing learning/working environment;

Thoroughly investigate in a timely manner all reports of language and behaviours that result in exclusion or discrimination;

Address all substantiated reports of language and behaviours that result in exclusion or discrimination in a timely manner; and

Gather and respond to data on language and behaviours that result in exclusion or discrimination on an ongoing basis.

Staff are expected to:

Explore and model the biblical understanding of inclusivity, that everyone is to be respected and treated with compassion as image bearers of God, and of trending issues in a comprehensive and appropriate way, calling upon our Evangelical Protestant resources to inform themselves;

Support students to help them develop an understanding of themselves as children of God, therefore fostering a sense of self-worth, and respect for self and others;

Model respectful inclusive language and behaviours at all times; and,

Hold each other accountable for their language and behaviours, and report instances of language and behaviour that result in exclusion or discrimination to their immediate supervisor.

Report language and behavior in contravention of this administrative procedure

Student Programming:

School Based staff shall:

Share information about students and/or parents only with staff members involved with providing service to that student, always respecting the privacy and confidentiality of the student and/or parents;

Ensure written informed consent of the guardian or independent student is obtained for a specialized assessment, referral, or direct service by non-school personnel.

Provide the agreed upon special considerations for students in a caring, biblical, pastoral and inclusive manner;

Provide for the needs of students in a pastoral manner, at all times to maintaining their dignity and safety;

Consult with students and families with respect to accommodating individual needs, protecting the privacy and confidentiality of students;

Based on specific student circumstances, educators address additional needs in consultation with the Principal.

Provide age appropriate Christian education to students on inclusive language and behaviours permeated through all aspects of the school day/life.

Student organizations and activities:

The Father's House Christian School is committed to supporting the establishment of student organizations and activities that promote a welcoming, caring, respectful and safe learning environment for students and that are based on and align with the foundational biblical beliefs within The Father's House Christian School's statement of faith.

Parent notification of student participation in student organizations or activities:

The Father's House Christian School believes parents are the primary decision makers of their child's education. As such, parent notification shall be consistent with our biblical beliefs relating to notification student organizations or activities. Student clubs and activities are founded on and support the biblical beliefs of TFHCS. All clubs and activities must reflect the values and faith within our mission and statement of faith upholding the purpose of all students in the image of God. In keeping with our Mission, Vision, and Core Values, TFHCS is committed to the truth within scripture.

Further guidance for school staff in fulfilling the objectives of the above sections without violating TFHCS's legal responsibilities and the nature and character of TFHCS as an Evangelical School is provided in the following policies and procedures:

- Statement of faith
- Parent/Student Handbook

The Role of Students and Families:

As part of The Father's House Christian School community, the expectations for students and their families in all interactions that pertain to the school are that they:

Are aware of the expectations, policies, and procedures regulating conduct and work cooperatively with the school to create and maintain a positive and respectful learning environment for all that is consistent with the TFHCS statement of faith;

Conduct themselves in a manner which upholds the dignity and worth of all members of the school community;

Report instances of language or behaviour that is in contravention of this Administrative Procedure to the Principal immediately.

TFHCS involves our parents, staff, students, and school community in our curricular, co-curricular and extra-curricular programs. TFHCS supports and creates a positive environment for all students.

Nothing in this Administrative Procedure 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 restated in this Administrative Procedure conflict with the Board's or school's rights, powers, and responsibilities pursuant to the *Alberta Bill of Rights*, *Family Law Act* 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.

- References: The Holy Bible
- The Education Act
- Alberta Bill of Rights
- Family Law Act
- Alberta Human Rights Act
- Personal Information Protection Act
- Canadian Charter of Rights and Freedoms
- Criminal Code