Safe and Caring Schools Policy

1. Board Responsibility

Pursuant to Section 33 of the Education Act and Section 13(d) of the Private Schools Regulation, the Principal of Renert School, acting under the direction of the Renert School Foundation Board, is responsible for ensuring that all students and staff are provided with a welcoming, caring, respectful, and safe learning environment that respects diversity and fosters a sense of belonging.

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2. Student Organizations and Activities

In accordance with Section 35 of the Education Act, if students request to establish a voluntary student organization or activity to promote a safe and inclusive environment, the principal must:

- Approve the request immediately.
- Appoint a staff liaison to support the group within a reasonable timeframe.
- Allow students to choose a respectful and inclusive name for the group (e.g., Gay-Straight Alliance or Queer-Straight Alliance).
- Ensure there is no restriction or discouragement of these names.

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3. Notifications and Privacy

- The principal must limit notifications about student organizations or activities to confirming their existence.
- Notifications must follow standard school communication procedures.
- Any personal information about students involved must be protected in accordance with the Personal Information Protection Act (PIPA).

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4. Student Rights and Protections

As outlined in Section 33 (d) of the Education Act:

- All students and staff are entitled to a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.

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5. Student Code of Conduct

a. Purpose and Rationale

Renert School's Student Code of Conduct is established and maintained in accordance with Renert School's obligation to provide a welcoming, caring,respectful and safe learning environment. The Code of Conduct encourages responsible behaviour and prevents bullying, discrimination, and inappropriate behavior in all forms.

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b. Expectations for Student Conduct

Students at Renert School are expected to:

- Be diligent in their studies.
- Attend school regularly and punctually.
- Cooperate fully with teachers, staff, and school personnel.
- Follow school rules and be accountable for their actions.
- Respect the rights and dignity of others.
- Contribute positively to the school's culture.
- Refrain from, report, and not tolerate bullying — including online or outside of school hours.

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c. Unacceptable Behaviors

Unacceptable behaviors include, but are not limited to:

- Bullying (in-person or online)
- Harassment, discrimination, or hazing
- Physical harm or assault
- Use of drugs, alcohol, or controlled substances
- Disruptive behavior on school transportation, field trips, or school-related activities

A detailed list of conduct expectations as well as unacceptable behaviors is available in the Renert School Parent-Student Handbook and Staff Handbook.

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d. Consequences for Unacceptable Behavior

Consequences for unacceptable behavior may include:

- Temporary reassignment to a supervised area within the school
- Temporary relocation to an online learning environment
- Loss of privileges, including removal from extracurricular activities or school groups
- Interventions such as positive behavior supports, behavior contracts, counseling, or restorative practices
- Restitution for property damage
- In-school or out-of-school suspension
- Recommendation for expulsion as per school procedures

Discipline will focus on accountability, learning, and promoting empathy. When determining consequences, the school will consider:

- The student's age, maturity, and individual circumstances
- The frequency and severity of the behavior
- The context in which the behavior occurred

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e. Support for Students

The School will provide support for students affected by inappropriate behavior as well as students who engage in inappropriate behavior to help them learn and grow from their actions. Supportive actions may include, but are not limited to:

- Mentoring of individual students by teachers or older students
- Paying more focused attention to individual students
- Scheduling regular follow up meetings of specific teachers with individual students
- Referring the student to student peer support groups, as appropriate
- Referring the student to outside counseling
- Restorative justice processes

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f. Publication and Review

This policy will be published on the school website and reviewed **annually** to ensure it remains relevant and effective. It will also be shared with all staff, students, and parents through the school website and staff and parent-students handbooks.

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6. Legal References

- Education Act, Sections 33,35
- Private Schools Regulation, Section 13(4)

- Personal Information Protection Act (PIPA)
- Teaching Quality Standard
- Leadership Quality Standard
- Alberta Human Rights Act
- Canadian Charter of Rights and Freedoms