

Conduct Policy St. Alphonsus School

Students, parents/guardians and staff are partners in education at St. Alphonsus School, as such, are committed to providing a learning environment that is welcoming, caring, safe, respectful, free from discrimination and bullying of any kind, and that fosters a sense of belonging. All partners in education are expected to carry out their responsibilities per the requirements as set out in the School Act. This is to ensure that students learn how to address issues of dispute, develop empathy and become good citizens both within and outside of the school community.

We affirm that pursuant to the *Alberta Human Rights Act* and the *Canadian Charter of Rights and Freedoms*, students and staff members are protected from discrimination. More specifically, discrimination refers to any conduct that serves to deny or discriminate against any person or class of persons regarding any goods, services, accommodation or facilities that are customarily available to the public, and the denial or discrimination is based on race, religious beliefs, colour, gender, physical disability, mental disability, ancestry, place of origin, marital status, source of income, family status or sexual orientation. We affirm that the rights set out in the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms are afforded to all students and staff members within St. Alphonsus School Community.

St. Alphonsus School offers a continuum of supports to students that are impacted by inappropriate behavior as well as for students who engage in inappropriate behavior. These supports include counselling services, behavior specialists/therapists, success coach, Braided Journey Coach, and a Roots and Wings coordinator and Family/School Liaison Worker. St. Alphonsus school practices the principles of restorative justice to aid in fostering healthy relationships and promoting positive discipline.

We affirm that the rights set out in the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms are afforded to all students and staff members within St. Alphonsus School Community.

Student Responsibilities

School Act Section 12: A student shall conduct himself or herself so as to reasonably comply with the following code of conduct:

- attend school regularly and punctually.
- be ready to learn, actively engage in and diligently pursue your education.
- know and comply with the rules of the school.
- cooperate with all school staff.
- respect yourself and others as well as the property of self and others.
- conduct yourself in ways that contributes to a welcoming, caring, respectful and safe learning environment in the school.
- students will respect diversity and foster a sense of belonging of others in the school in accordance with the Alberta Human Rights Act and the Canadian Charter of Rights and Freedoms. Therefore, any act that serves to deny or discriminate against any person or class of persons regarding any goods, services, accommodations or facilities that are customarily available to the public and the denial or discrimination is based on race, religious beliefs, colour,

- gender, physical disability, mental disability, ancestry, place of origin source of income, family status or sexual orientation will be addressed.
- refrain from, as well as report and refuse to tolerate bullying behaviour, even if it happens outside of the school or electronically.
 - inform an adult you trust in a timely manner of incidents of bullying, harassment, intimidation or other safety concerns in the school, outside of school or by electronic means.
 - be accountable for your behaviour to your teachers and other school staff.
 - contribute positively to your school and your community.

Parent Responsibilities

The School Act states that parents also have a responsibility to contribute to a welcoming, caring, respectful and safe learning environment. Parents have an important role to play whether they are in the school regularly or not. Some examples include:

- to take an active role in the student's educational success, including assisting the student in complying with Section 12
- to ensure that the parent's conduct contributes to a welcoming, caring, respectful and safe learning environment
- to co-operate and collaborate with school staff to support the delivery of specialized supports and services to the student
- to encourage, foster and advance collaborative, positive and respectful relationships with teachers, principals, other school staff and professionals providing supports and services in the school
- to engage in the student's school community

School Staff Responsibilities

- Foster the development of a Catholic School environment in keeping with the teachings of Jesus Christ and the Core Values of Edmonton Catholic Schools.
 - Deliver appropriate education programming to meet the needs of all students enrolled in the school to enable their success and that is consistent with the principles of inclusive education
 - Establish and maintain expectations, routines and procedures that ensure that St. Alphonsus School is a welcoming, safe, caring and merciful learning environment in harmony with the Core Values of Edmonton Catholic Schools.
 - Encourage, foster and advance collaborative, positive and respectful relationships with students, parents and other school staff and professionals providing supports and services in the school
 - Investigate all reports of bullying whether physical, verbal, social, or cyber and ensure that the school provides support for the victim as well as fair and corrective intervention for the bully. Any bullying within the school community (during and after school) is unacceptable.
- **Acts of bullying, harassment, or intimidation**
The School Act defines bullying as:
"repeated and hostile or demeaning behaviour by an individual in the school community

where the behaviour is intended to cause harm, fear or distress to one or more other individuals in the school community, including psychological harm or harm to an individual's reputation."

Bullying can take different forms:

- Physical – repeated pushing, hitting and any unwanted physical contact
- Verbal – repeated name calling, threats
- Social – repeated exclusion, rumors
- Cyber – repeated use of technology to harass or threaten

Students are asked to report all incidents of bullying to a trusted adult in the school and all reports will be investigated and action taken as required to insure that the actions cease and desist.

- **Acts of conflict**

Conflict is a disagreement or struggle over opposing beliefs, needs, feelings or actions and is a normal part of life. Learning how to resolve conflicts and recognize the difference between a conflict and bullying is an important skill for students as well as adults.

Conflict can take different forms:

- Physical violence.
- Verbal abuse
- Slander
- Cyber – misuse of technology
- Retribution against any person in the school who has intervened to prevent or report bullying or any other incident or safety concern.
- Illegal activity such as: possession, use or distribution of illegal or restricted substances, possession or use of weapons, theft or damage to property

Consequences for Misbehaviour

We focus on positive behaviour and attitudes; however, there are times when a student has difficulty recognizing their responsibility as a student. When this occurs, there will be natural and corrective consequences. The consequences will vary depending on each situation. Students will be held accountable for misbehaviours whether they occur within the school building, during the school day or by electronic means.

We see discipline as a learning experience that is rooted in the Christian belief of forgiveness. Ultimately, our goal in any situation is to teach our students to make appropriate behavioral choices. In doing this, we seek to teach children to accept responsibility for their actions, to right their wrongs, to reconcile with one another and to forgive.

Consequences for unacceptable behavior, will take into consideration individual needs, age, maturity, individual circumstances and the unique circumstances of each situation and student. Ultimately, our goal with any situation that requires disciplining children is to focus on the positive and to teach students to make better behavioral choices.

Consequences may include the following:

- Conference, talk through problem with teacher or administrator
- Problem solving, monitoring or reviewing behavior expectations
- Verbal/written apology

- Restrictions of privileges and activities
- Phone call home to parent
- Parental involvement
- Restitution for vandalism or willful damage to property
- Confiscation of offending item
- Temporary exclusion from class
- Community service
- Close supervision (walk with teacher)
- Restriction of privileges and activities
- Involvement with Specialist at school
- Behavior Contract
- Involvement of outside agencies (Attendance Board, Children Services, Police involvement)
- Bus suspension for student misbehavior while riding bus
- Unacceptable behavior may result in an in-school or out of school suspension in accordance with Section 12 of the School Act.
- Recommendation for Expulsion

The Student Code of Conduct Procedure will be developed by the school community and will

- be based on input from students, parents and school staff;
- be reflective of the expectations of students as addressed in legislation and district policies;
- be communicated in writing to all members of the school community on an annual basis; and
- be reviewed and adapted as necessary on an annual basis by members of the school community.

Concluding statement

At St. Alphonsus School, it is our aim to provide students, staff and families a welcoming, caring, respectful and safe Christ centered learning environment that honours diversity and fosters a sense of belonging.