

Sections 45.1 and 16.1 of the *School Act* are currently under Constitutional challenge before the Courts:

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## **LCA Safe and Caring Policy**

May 25, 2015

September 25, 2018

### **BACKGROUND:**

Lighthouse Christian Academy will continue to maintain a high standard of excellence in academics, character, integrity, morals and an understanding of where students and parents fit in God's Kingdom and His calling upon their lives.

Students will have a solid knowledge in language arts, mathematics, sciences and social studies. They will have an appreciation for history, literature, music, arts and athletics.

Students will be given the opportunity to practice the gifts that God has blessed them with through service in the school and community outreaches.

Lighthouse Christian Academy will strive to be an asset to the community by training students to be leaders in the community.

Life principles, wisdom and skills will be learned in a safe, non-threatening environment. Children and parents will be accepted and loved by staff that has been called into full-time ministry and not simply working for a paycheck.

Parents of Lighthouse Christian Academy will help the school decide how to use available resources to enable the students to learn and meet provincial standards.

The vision and mission of Lighthouse Christian Academy is inspiring Christ-like world changers through discipleship by journeying with families to cultivate unshakable relationships with Jesus through Holy Spirit inspired education for Kingdom advancement.

### **PRINCIPLES AND BELIEFS:**

All students have the capacity to learn.

The success of students is the shared responsibility of students, parents, school, church, community, and government.

Lighthouse Christian Academy is accountable to the parents of the students in the school and therefore encourages parents to take an active role in the education of their children.

All curriculum and activities within the operation of the school will reinforce the religious purposes of LCA.

In order to be successful, Lighthouse Christian Academy must continue to recognize God, as described in the Holy Bible, as the centre of all facets of the ministry. Prayer and reading of the Word is a necessary, daily part of each individual's life.

Discipline, obedience, and honesty are observed at all times. Students are entitled to a safe, secure and caring learning environment where each individual is respected and valued.

All Scripture references are either from the New Living Translation (2004, 2007, 2013) of the Holy Bible, which is the accepted version for students and staff to use as part of their school supply list, or The New International Version (1967, 2011) of the Holy Bible, which was the previously used version for the school.

### **STATEMENT OF FAITH:**

We believe:

- The Bible to be inspired, the only infallible, inerrant, and authoritative Word of God (II Timothy 3:16; II Peter 1:21);
- There is one God, eternally existent in three persons; the Father, the Son, the Holy Spirit (Matthew 28:19; Hebrews 11:3);
- In the deity of Christ (Exodus 3:13-15 and John 8:58-59; John 1:1-18; John 10:30-33; Galatians 4:4-5; Philippians 2:5-8; Hebrews 2:14-18), in His virgin birth (Isaiah 7:14; Matthew 1:18-23; Luke 1:26-35), in His perfect life (Hebrews 4:15; Hebrews 7:26), in His miracles (John 2:11); in His vicarious and atoning death (Romans 4:25; Romans 5:8; Galatians 3:13-14; Hebrews 2:9), in His resurrection from the dead (Luke 24:39-43; I Corinthians 15:1-22), in His ascension to the right hand of the Father (Mark 16:19; Luke 24:50-53), in His personal return in power and glory (Acts 1:11; Revelation 20:11-15; Revelation 22:12);
- That everyone is a sinner, deserving punishment from God (John 3:1-3; I Peter 1:23); and that our redemption is accomplished exclusively by Christ's finished work on the cross; And that "regeneration" by the power of the Holy Spirit is absolutely essential for each person's salvation (Isaiah 53:1-12; Jeremiah 23:6; Matthew 20:28; John 3:16-19; John 5:24; Romans 3:21-26; Romans 4:1-3; Romans 5:8-19; Romans 10:1-10; I Corinthians 1:30; II Corinthians 5:21; Galatians 2:21; Ephesians 2:8-9; Philippians 3:7-9; I John 4:10);
- That men and women were created by God in His own image (Genesis 1:27; Genesis 9:6); that marriage was instituted by God whereby a man and a woman are joined together in lifelong commitment to faithful companionship, and that Biblical marriage is the only legitimate and acceptable context for sexual intimacy (Genesis 2:20-24; Matthew 19:4-6; Romans 7:2; I Thessalonians 4:1-8; Hebrews 13:4). We believe that all men and women are born spiritually separated from God because of sin (Genesis 3:23-24; Romans 3:10-12; I John 1:8-10), and are incapable of being reconciled to God apart from the work of Jesus Christ (Romans 5:6-8; Acts 4:12; Ephesians 2:1-5);
- In the resurrection of the body, the eternal blessedness of the followers of Jesus Christ and the eternal punishment of the wicked (Matthew 16:27; John 5:28-29; Matthew 25:46; I Corinthians 15:12-17);

## SCHOOL OBJECTIVES:

1. To ensure that each child has come to a saving knowledge of Jesus Christ, achieves a higher level of Christian maturity, attains a commitment deeper to their faith, and becomes a more effective witness for the Lord.
2. To teach the Bible as God's inspired Word and to develop an attitude of love and respect toward it.
3. To teach the basic doctrines of the Bible.
4. To develop a desire to know and obey the will of God as revealed in the Scriptures.
5. To equip students to carry out the will of God daily.
6. To encourage the development of self-discipline and responsibility in the student, based on respect and submission to God and all proper authority.
7. To emphasize the individuality of the individual and to assist each child in properly responding to himself, and to others; to develop self-confidence, individual God-given talents and abilities in creativity, goal setting, planning, communications, academics and the principles of success.
8. To prepare the students for adult responsibilities as Christian citizens of our country.
9. To assist the student in achieving the highest academic level possible within the limits of the student's ability and background.
10. To provide outreach opportunities for students to practice the teachings and giftings they have received.

## PART I

Consistent with its mission and vision, the Lighthouse Christian School Society Board is committed to a safe, caring, respectful, welcoming, and Evangelical Christian learning and teaching environment for all students. This environment shall be one that recognizes and respects student diversity, equity of learning opportunity for all students, respect for human rights, and that fosters a sense of belonging of all students within a respectful school community.

This policy recognizes that all students have the right to learn and work in an environment free of discrimination, prejudice, and harassment<sup>1</sup>. This right is guaranteed under the

- *Canadian Charter of Rights and Freedoms*;
- The *Alberta Human Rights Act*, as amended March 10, 2015, which includes the right not to be discriminated against by reason of race, national origin, colour, religion or gender identity or gender expression.

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<sup>1</sup> The Lighthouse Christian School Society Board 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 Providence Christian School 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.

## **PART II**

The Lighthouse Christian School Society Board supports the ongoing growth of inclusive communities by involving our parents, staff, students, and school community in a wide range of opportunities to learn about, support and be part of the diversity that reflects our society. In this way the school can focus on building true inclusion and support for its students.

This policy does not define one set of human needs as greater than another. This school policy supports and respects the individuality of all students and aims to create a positive and supportive environment focused on providing the best possible learning opportunity for each student.

The Lighthouse Christian School Society Board believes that all students have the right to:

- be treated fairly, equitably, and with dignity and respect;
- have matters of confidentiality dealt with in a respectful and careful manner;
- freedom of conscience;
- be welcomed in a positive, and respectful manner by all school personnel;
- have access to appropriate supports, services, and protections
- have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, intimidation, bullying, and/or violence;

## **PART III**

The Lighthouse Christian School Society Board is committed to implementing measures that will:

- Define appropriate expectations, behaviours, language, and actions in order to prevent discrimination, prejudice, and harassment through greater awareness of, and responsiveness to, their harmful effects.
- Ensure that all discriminatory behaviours and complaints will be taken seriously, documented, and dealt with expeditiously and effectively through consistently applied policy and procedures.
- Develop, implement, and evaluate inclusive educational strategies, professional development opportunities, and administrative guidelines to ensure that all students and staff are treated with respect and dignity in all aspects of the school community in a manner consistent with the school's mission and vision.

## PART IV

The Lighthouse Christian School Society Board will promote a welcoming, caring and respectful, safe and Evangelical Christian learning environment that respects diversity, and fosters a sense of belonging.

When a student request for assistance, support, and/or an accommodation is received, the school, through the principal, will respond in a caring, respectful and timely manner.

All student organizations and activities approved by the school will support the mission, vision and core values of the school and will seek to strengthen every aspect of the school's faith perspective. Staff facilitators of student organizations will integrate prayer, scripture, and faith/value based teaching into discussions and activities as appropriate. All student organizations and activities will be permeated in a manner consistent with the vision, mission, and programming of the school.

Any notification concerning student organizations and activities will be consistent with the usual practices and responsibilities of the school.

Section 45(4)(d) of the *School Act* requires this Policy to indicate that the *Personal Information Protection Act* governs the disclosure of personal information by the Board.<sup>2</sup>

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## PART V

When implementing this policy (Parts I to IV), the Lighthouse Christian School Society Board will act reasonably in the best interests of the student in keeping with the guidelines outlined by the Supreme Court of Canada (*Loyola College vs. Quebec, 2015*) in order to balance human rights and the right to religious freedom. Consistent with the Court's guidelines, the school, the principal, teachers and other staff are free to act and communicate the school's animating faith and/or values in a respectful manner:

- *The School's teachers and staff may describe and explain the school's faith and/or value community beliefs, doctrines and ethical beliefs from the faith/perspective, and need not be required to adopt a neutral position.*
- *The School's teachers and staff must describe and explain the ethical beliefs and doctrines of other faith/value communities and other members of Alberta's pluralistic society in a respectful manner.*
- *The School's teachers and staff must maintain a respectful tone of debate — both by conveying their own contributions in a respectful way, and by ensuring the classroom dialogue proceeds in accordance with respect, tolerance and understanding for those with different beliefs and practices.*
- *Where the context of the classroom discussion requires it, the School's teachers may identify the School community's animating beliefs and/or values beliefs, why the school community follow those beliefs and/or values, and the ways in which another specific ethical or doctrinal proposition does not accord with those beliefs, be it in the context of a particular different religion or an ethical position considered in the abstract.*
- *The School's teachers and staff need not teach ethics or religious doctrines that are contrary to the school community's faith/value commitments in a way that portrays them as equally credible or worthy of belief. Respect, tolerance, and understanding are all properly required, and the highlighting of differences must not give rise to denigration or derision. However, ensuring that all viewpoints are regarded as equally credible or worthy of belief would require a degree of disconnect from, and suppression of, the School's own religious and/or value perspective that is incompatible with the school community's freedom of religion.*

As appropriate, if a parent or student believes the faith and/or value commitment of the School and the parent's or student's faith and/or values are incompatible and continuing to enroll the student in the School is not in the best interest of the student, then the School shall assist the parent or student to enroll in another school for the subsequent school year.