



Lions Gate Montessori Society

School Discrimination, Harassment and Bullying Prevention Policy

Adopted October 19, 2019

Reviewed September 14, 2022

Lions Gate Montessori Society, as an authorized independent school in British Columbia, is required to abide by Schedule 1 of the *Independent School Act*. The Act states that there are basic requirements for independent schools requesting certification as Group 1, 2, 3 or 4 classifications. Lions Gate Montessori Society is a Group 1 school.

Article 1 states that before issuing or renewing a certificate of group 1, group 2, group 3 or group 4 classification to an authority, the inspector must be satisfied that

- a) no program is in existence or is proposed at the independent school that would, in theory or in practice, promote or foster doctrines of
 - i) racial or ethnic superiority or persecution
 - ii) religious intolerance or persecution
 - iii) social change through violent action, or
 - iv) sedition,
- b) the independent school facilities comply with the enactments of British Columbia and the municipality or regional district in which the facilities are located, and
- c) the authority complies with this *Act* and regulations.

In addition to abiding by Schedule 1 of the *Independent School Act*, Lions Gate Montessori Society seeks to ensure that students feel connected through the relationships that are created between students, staff, and parents that are part of the school community.

Lions Gate Montessori Society will continue to develop strategies to make students feel valued, respected and connected within the school community. This will include the protection of the students' physical safety, social connectedness, inclusiveness as well as protection from all forms of bullying, re-



regardless of their gender, race, culture, religion or sexual orientation, while remaining consistent with the Society's cultural perspectives and philosophical values.

Discrimination Protection Policy

The purpose of this policy is the safety and well-being of children in Lions Gate Montessori Society schools is of paramount consideration. Children deserve to be protected from abuse, neglect, bullying, harm or threat of harm. Lions Gate Montessori Society seeks to always ensure that children attending its schools will experience a learning environment that enables every child to feel safe, accepted and respected.

Harassment and Bullying Prevention Policy

Lions Gate Montessori Society requires that all staff take any steps necessary to ensure protection of students' physical safety, social connectedness, inclusiveness and protection from all forms of bullying, regardless of their gender, race, culture, religion, sexual orientation or gender identity.

Acceptable behaviour is that behavior which is based on kindness. Unacceptable behaviour, includes but is not limited to bullying, cyberbullying, harassment, intimidation, threatening or violent behaviours while at school, at a school-related activity or in other circumstances where engaging in the activity will have an impact on the school environment. This includes behavior outside the school that impacts members of the school community.

Staff that engages in unacceptable behavior will be dismissed for cause. Students that engage in unacceptable behaviour shall have consequences including but not necessarily limited to being required to learn about the impact of unacceptable behavior and may be required to attend special counseling in order to remain enrolled at school, depending on the student's age, maturity and special needs, if any. Other members of the school community, whether they be parents, other relatives or volunteers, shall be prohibited from attending school events and, if their child is a student, may be required to attend special counseling in order for their child to remain enrolled.

Lions Gate Montessori Society will take all reasonable steps to prevent retaliation by a person against a student who has made a complaint of a breach of these policies.

Building a School Community

There are many strategies and activities that can be employed within a school to enable students to feel safe, accepted and respected. The following guidelines are provided to facilitate conversation amongst the administration, staff, students and families on strengthening the learning environment for all children.



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- Engage students in the decision-making process of policies and activities that build community
- Engage parents in the educational program and school life of their children
- Encourage parents to share their culture and expectations
- Promote open communication among administrators, teachers, staff, students, families and communities
- Be proactive in connecting with students that are experiencing academic or social issues
- Communicate expectations, values and norms that support positive health and academic behaviour in the school community
- Acknowledge students by name
- Be visible within the school during class transitions, breaks, before/after school
- Find ways to acknowledge students for their contributions in the school community, including those where improvement comes only in small increments.