



CHRISTIAN ALLIANCE
INTERNATIONAL SCHOOL
宣道國際學校

Welcoming, Caring, Respectful and Safe Teaching and Learning Environment Policy

Governance Policy	√	Date Approved	27 February 2021
Management Policy		Date Next Review	February 2024

Rationale

Consistent with its mission and vision, CAIS is committed to a safe, caring, respectful, inclusive, equitable, and welcoming learning and teaching environment for all students. In realizing that all human beings are created by God and bear His image (Genesis 1:26, Genesis 9:6) this environment shall be one that recognises 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 Christian school community.

This policy recognises that all students have the right to learn and work in an environment free of discrimination, prejudice, and harassment.

Guidelines

CAIS supports the ongoing growth of inclusive Christian communities by involving our parents, staff, students, school community and the Christian Alliance Kowloon Tong Education Department in a wide range of opportunities to learn about, support and be part of the diversity (Col 1:16) that reflects our Christian school and its commitment to God's Word. In this way the school can focus on building true inclusion and support for its students always maintaining the authority of Scripture.



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 create a positive and supportive environment focused on providing the best possible learning opportunity for each student.

CAIS believes that, in the light of God's Word, 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 and services;
- have avenues of recourse (without fear of reprisal) available to them when they are victims of harassment, intimidation, bullying, and/or violence.

Based upon the school's mission and vision statements, CAIS 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 procedures.
- Develop, implement, and evaluate inclusive educational strategies, professional development opportunities, and administrative guidelines to ensure that all students are treated with respect and dignity in all aspects of the school community in a manner consistent with the school's mission and vision.
- Enforce the following Student Code of Conduct.
- Promote a welcoming, caring and respectful, safe learning environment that respects diversity, and fosters a sense of belonging that unifies us in Christ (Ps. 139:13-16).



If students attending the school request a staff member employed at CAIS for support to establish a voluntary student club, or to lead an activity, the Head of School shall, in addition to the other duties set out in this Policy, ensure that the club or activity promotes a welcoming, caring, respectful and safe learning environment, one that respects diversity and fosters a sense of belonging.

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-based teaching into discussions and activities as appropriate.

Practically, this means:

- 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 a 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 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.
- 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



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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.