

Discrimination Protection Policy

The safety and wellbeing of children at Highroad Academy is of paramount consideration. Children deserve to be protected from abuse, neglect, bullying, harm or threat of harm. Therefore, Highroad Academy will ensure that children attending this school will experience a learning environment that enables every child to feel safe, accepted and respected.

Highroad Academy will continuously 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, regardless of their gender, race, culture, religion or sexual orientation, while remaining consistent with the independent school's faith-values, cultural perspectives and philosophical values.

Building a School Community - Strategies:

The following strategies are in place to enable students to feel safe, accepted and respected at Highroad Academy.

We engage students in the decision-making process of policies and activities that build community. This takes place through our Student Leadership team: students in grades 10-12 who plan events for the high school and the general school community. This also takes place through activities like school chapels and assemblies during intentional discussion times, and by staff and administration encouraging students to approach them with ideas. Staff and administration are available to speak directly to students about concerns and ideas and we promote a welcoming environment where this is encouraged.

We engage parents in the educational program and school life of their children by having parent volunteers come in and participate in such



activities as parent-led reading groups, the intermediate art gala, grandparent's day, Remembrance Day tea, and school concerts. We also welcome parent volunteers on field trips and special events.

Parents are engaged in graduation activities through grad parent meetings where they have input in the program, décor, and all related grad events.

We encourage parents to share their culture by inviting them to come in as guest speakers to discuss and present on issues related to culture and ethnicity, including members of our First Nations community. We also invite representatives from our international community to lead small group discussions and Bible studies with ELL students in their first language.

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