



Policy: Safe and Caring Schools Policy

Policy Number: AG

Policy Type: Foundations and Basic Commitments

Policy

Hanover School Division is committed to fostering safe, caring and respectful learning environments where all students feel welcome, respected, and a sense of belonging.

All members of the school community share responsibility for promoting respectful relationships, student well-being, and a positive school climate that is free from bullying, harassment, discrimination, and identity-based harm in all forms, including in digital environments.

The Division is committed to:

- Upholding the Public Schools Act, Safe Schools Charter, and Manitoba Human Rights Code,
- Promoting mental health and well-being,
- Ensuring safe and caring schools through prevention, intervention, and response.

Code of Conduct

Each school will implement the Hanover School Division Code of Conduct that:

- Applies to behaviour at school, during school activities, and online where it impacts school climate,
- Defines expectations for students, staff, and visitors,
- Addresses bullying, cyberbullying, discrimination, harassment, violence, substance use, and inappropriate use of technology,
- Includes progressive discipline and restorative practices.

Roles and Responsibilities

All members of the school community are expected to:

- Model and support respectful behaviour,
- Report concerns related to safety and well-being.

Principals are responsible for:

- Implementing and reviewing school safety and emergency plans annually,
- Ensuring consistent reporting, documentation, and response to incidents,
- Notifying parents/caregivers as required.

Prevention and Response

Schools will:

- Promote positive behaviour and respectful school cultures,
- Provide education on digital citizenship, seeing both sides of the situation, and respect,
- Provide appropriate support to affected students,
- Respond to incidents using restorative, trauma-informed, and progressive approaches.

Reporting

All staff must report incidents of bullying, violence, or safety concerns to the principal as soon as reasonably possible. Incidents will be documented and addressed in accordance with divisional procedures.

School Safety Planning

Each school will maintain a comprehensive safety and emergency preparedness plan, including:

- Emergency response procedures,
- Threat assessment protocols,
- Communication processes,
- School principals will ensure that a safety advisory committee is established at the school to review the emergency preparedness plan for the school. Plans will be reviewed annually with the school's Parent Advisory Council.

Date Policy Created:	October 7, 2014
Date of last Review:	June 2, 2026
Reference(s):	Public Schools Act 48 (1)(s), 231 (1)-(7) Safe and Caring Schools (Manitoba Education) https://www.edu.gov.mb.ca/k12/safe_schools/index.html Safe and Caring Schools: A Resource for Schools https://www.edu.gov.mb.ca/k12/safe_schools/schools.html Manitoba Human Rights Code Education Administration Act (Manitoba) Criminal Code of Canada (definition of weapon)
Related Forms:	Policy AG-A - Hanover School Division Code of Conduct