

Welcoming, Caring, Respectful, and Safe Learning Environment Policy

Mount Saint Agnes Academy (MSA) is committed to providing a nurturing environment where every individual is valued, respected, and empowered to grow spiritually, academically, and socially in accordance with Catholic values. We strive to create a culture of inclusivity, empathy, and mutual respect.

Values and Principles:

- **Catholic Ethos:** We uphold Catholic teachings, emphasizing love, compassion, forgiveness, and the dignity of every human being as created in the image of God.
- **Inclusivity:** We celebrate diversity and promote inclusivity, respecting individual differences in culture, race, religion, gender, ability, and socio-economic background.
- **Respect and Dignity:** We insist on treating everyone with kindness, courtesy, and respect, valuing their unique contributions and perspectives.
- **Safety and Security:** We are committed to maintaining a physically and emotionally safe environment through proactive measures, policies, and practices.

Responsibilities:

- **Students:** All students are expected to treat others with kindness, consideration, and respect, and to report any incidents that compromise the welcoming and safe atmosphere.
- **Staff:** All staff members are responsible for modeling behavior consistent with this policy, intervening in and addressing incidents, and creating an inclusive and positive learning environment.
- **Parents/Guardians:** Parents/Guardians are encouraged to support the school's values and work in partnership with the school to reinforce a respectful and safe environment at home.
- **Visitors and Volunteers:** Visitors and volunteers are expected to abide by the policies and guidelines of the school, promoting a culture of respect and safety.

Bullying and Harassment:

- MSA has a zero-tolerance policy for bullying, harassment, or any form of intimidation. Incidents will be promptly addressed with appropriate disciplinary action, counseling, and intervention.

Reporting and Intervention:

- Students and staff are encouraged to promptly report any incidents of concern to a teacher or principal.
- The school will investigate all reports thoroughly, ensuring confidentiality and taking appropriate action based on the severity and nature of the incident.

Pastoral Care and Counseling:

- MSA provides pastoral care services and counseling resources to support the emotional and spiritual well-being of all members of the school community.

Continuous Improvement:

- MSA is committed to ongoing training and professional development for staff, promoting a culture of continuous improvement in maintaining a welcoming, caring, respectful, and safe learning environment.