



# STAFF INTERACTIONS WITH STUDENTS

## Policy E.1.S

Frontier School Division believes in creating a culturally safe, nurturing, and inclusive learning environment for students. Staff interaction with students should reflect supportive and positive learning and coaching environments. The Division promotes professionalism, trust, and safety in staff student interactions.

Information: [G.1.A A Safe and Inclusive Learning Environment](#)  
[G.1.E Investigation by Police in the Schools](#)  
[G.2.C Student Complaints and Grievances](#)

Adopted September 26-27, 2024		
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## 1. Purpose and Scope

To ensure staff members are aware of how they can protect themselves and their students while helping to recognize many forms of interactions. This policy applies to all staff members working directly or indirectly with students in the Division. FSD encourages ongoing professional development for staff on topics related to child safety, effective communication, and conflict resolution.

All school staff are required to complete the:

- a. **Respect in Schools Training:** All school personnel must complete training of approximately 90 minutes, once every 4 years. The Division has the discretion to determine if volunteers will be required to complete the training. Commit to Kids through Canadian Centre for Child Protection is an alternative training program to Respect in Schools.
- b. **Respect in Sport Training:** All coaches must complete training prior to beginning coaching or shortly thereafter. The training should be completed once every 5 years, consistent with the requirements set by Sport Manitoba.
- c. Volunteers, assistant coaches, or contracted staff within Frontier School Division will also be required to complete these training courses, whichever of the two, or both are deemed acceptable to their work.
- d. Temporary staff are not required to complete this training (i.e. hired for one week to assist a program).

## 2. Definitions

**Boundaries:** Guidelines for professional behaviour when interacting with students during and outside school hours.

**Intention/intentional/intentionally:** Deliberate actions or outcomes planned by staff.

**Rule of two:** Staff are required to have two adults (whenever possible) present during any interaction with a student, in planning for individualized or small group interactions with any students during and outside of the school day, to protect students and themselves. If two staff are not available, efforts must be made to provide openness (i.e. open door policy).

**Staff:** School employees, including administration, teaching and support staff, coaches, volunteers, and teacher candidates.

### 3. Staff and Student Interactions

Staff and student relationships should remain professional; this includes electronic communications and social media.

Staff should avoid isolated meetings with students; use the “**Rule of Two**” for protection. Some instances of staff one on one meetings will occur (i.e. counseling or chaperones on field trips). Staff will modify the circumstance as best as they can to allow for openness.

#### a. During School Hours

Staff will not invite or meet students at non-school properties without the written prior approval of their supervisor and parent/guardians. Staff will not have students over to their personal residence. Interactions must align with school-approved permissions and consent forms.

#### b. Outside of School Hours

Unplanned interactions in community settings are unavoidable but should remain professional. Family-related interactions (whereas parents and teachers are friends, or children of teachers are friends) are permitted but consent is advised.

#### c. Field Trips/Overnights

If field trips or overnights are occurring, staff will try to follow “rule of two” wherever possible.

#### d. Duty to Report

Staff must consult administrators or supervisors for concerns related to staff interaction with students. Staff, students, parents/guardians, or visitors must notify supervisors if they suspect any violations of this policy.

Information: [F.1.K Educational Trips](#)  
[The Public Schools Act](#) Sections 47.1.1(1) to 47.1.1(7), 47.1.2(1)  
[Manitoba Regulation 37/2012](#) (Reporting Bullying)  
[The Child and Family Services Act](#) Sections 17, 18  
[Criminal Code of Canada](#) Sections 153, 273.1(2)(c), PARTS V and VIII  
[Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#)  
[Coaching Association of Canada – “Rule of Two”](#)  
[Sport Manitoba – “Keeping Kids Safe”](#)

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