



**KEARSNEY COLLEGE**  
*Founded in 1921*

## ***Code of Conduct***

*Approved by the Board of Governors and effective from: 07 November 2014*

### **BASIC PRINCIPLES**

We are all justifiably proud of our high disciplinary standards at Kearsney. Ideally all discipline should emanate through the self-discipline of students. They know what is right and wrong and what our standards are. It is up to them to maintain these standards which have become a part of our ethos. The pride our students have in their dress, manners and behaviour, speaks for itself.

One feature of Kearsney College's vision is "to contribute to our country by providing ethical citizens". An aspect of our mission is to "inspire a deep respect for creation and humanity". Key words extracted from our values are: integrity, respect, honesty and humility.

These sentiments are reaffirmed in the Kearsney Boys' Honour Code:

- *We are boys of integrity, honesty and honour.*
- *We do not cheat, lie, steal or bully and do not tolerate those who do.*
- *We boys uphold all the traditions of the College.*

### **MAJOR OFFENCES**

#### **1. DRUGS**

The use or possession of drugs is against the law and can be physically or emotionally harmful to students. It is the responsibility of both parents and the College to ensure that all students are given education on substance abuse. This is done in the Wellness Programme and also through visiting speakers.

The possession, use or sale of drugs, harmful chemical substances (including kuber and inhaling of aerosols), or drug paraphernalia is a major offence which will lead to severe disciplinary consequences.

### **Other banned substances**

All substances which are banned by WADA (World Anti-Doping Agency) are banned at the College. These include, amongst others: Anabolic steroids, diuretics, stimulants, narcotics, cannabinoids, glucocorticosteroids, alcohol and beta-blockers (for full list see [www.wada-ama.org](http://www.wada-ama.org)). Use of such substances represents a punishable offence and may result in exclusion/suspension from sports participation and school.

No person (including staff and pupils) may sell any banned substances (or any other substances) on Kearsney College property.

## **2. SEXUAL HARASSMENT**

There is absolutely no place for sexual abuse or harassment in our College. Any student involved in any sexual abuse or harassment on campus is guilty of a major offence leading to severe disciplinary consequences.

## **3. BULLYING**

Every pupil at the College has the right to enjoy his learning and leisure time free from intimidation and bullying. Our community will not tolerate unkind actions or remarks even when these are not intended to hurt. To stand by when someone else is being bullied or intimidated is to support bullying. Pupils should support each other by reporting all instances of bullying to a member of staff or a responsible senior boy.

Bullying involves either verbal or physical harassment which will not be tolerated at the College.

The prescribed punishment will be expulsion from the College, unless there are proven mitigating or extenuating circumstances justifying a lesser sanction as being more appropriate.

Verbal harassment shall be defined as threats, gestures or verbal attacks on persons, including attacks directed at one's racial, ethnic or religious background, physical or mental ability, appearance, as well as any form of teasing.

Physical harassment includes any conduct which threatens or harms a person physically – caning, beating, forced exercise, forced consumption of food or drink, deprivation of sleep - any conduct causing extreme physical stress.

Cyber harassment includes the use of any electronic media to slander, harass or intimidate another.

## **4. SOCIAL MEDIA**

### **Aims and Objectives**

Our Social Media Acceptable Use Policy aims to establish practical, reasonable and enforceable guidelines by which students at Kearsney can conduct responsible and constructive social media engagement, to outline the consequences for abuse of social media and to protect Kearsney in terms of its legal obligations to third parties.

### **Definition**

Social media include but is not limited to Facebook, Ning, Twitter, YouTube, MXit, blogs, wikis, social bookmarking, document sharing, email and includes communications on mobile devices.

### **Guidelines**

When using Social Media, students at Kearsney are expected to ensure that they:

- Respect the rights and confidentiality of others;
- Do not impersonate or falsely represent another person;
- Do not bully, intimidate, abuse, harass or threaten others; Do not make defamatory comments;
- Do not use offensive or threatening language or resort to personal abuse towards each other or members of the Kearsney Community or other people outside of the community;
- Do not post content that is hateful, threatening, pornographic or incites violence against others;
- Do not post content that harms the reputation and good standing of Kearsney or those within its community. Where there is a possibility that you may be identified with KEARSNEY, you should act in a manner which is consistent with the general philosophies and values of the school, and does not bring the school into disrepute.
- Adopt measures when using social networking sites to ensure your own privacy, personal safety and to protect against identity theft. Be aware of your profile's security and privacy settings. At a minimum, students should have all privacy settings set to "only friends". "Friends of friends" and "Networks and Friends" open your content to a large group of unknown people. Remember that people classified as "friends" have the ability to download and share your information with others;
- Do not use social media to approach Kearsney teachers for personal friend requests or engage in non-school related correspondence with teachers at Kearsney;
- Consider intellectual property rights, copyright and ownership of data when using social media;
- Report to a Deputy Headmaster any inappropriate material that makes them feel uncomfortable, or is not respectful.

### **Personal Mobile devices (including phones)**

- Kearsney allows personal mobile phones and devices on campus within the constraints of the Cell Phone Policy.
- Kearsney is not responsible for the loss, damage or theft of any personal mobile device;
- The sending of inappropriate text messages or images or sound recordings to anyone on a mobile device is not allowed;
- Kearsney will monitor the content of mobile device communication in keeping with written consent in terms of the Kearsney Students IT Acceptable Use Agreement in circumstances where there is a reasonable suspicion that mobile device communications are being abused.

## **5. DRINKING**

The use of alcohol by minors is against the law and can be physically or emotionally harmful to students. It is vital that parents, staff and students co-operate in educating and learning self-discipline thus preventing the use by minors, and the abuse of those older, of alcohol. The use of alcohol on the school property, on any school tour or excursion or in school uniform, by boys is strictly forbidden.

Parents are respectfully reminded not to offer alcohol to other minors, and are advised to ensure their sons do not go to licensed premises, or attend open parties where there is no adult supervision.

It is the responsibility of both College and parents to ensure that all students are given education in substance abuse. This will be done on an on-going basis.

On exeat weekends, students fall under their parents or host parents jurisdiction. It is expected that parents will support our policy. Should a student bring the school's name into disrepute, or be at school under the influence, severe disciplinary consequences must be expected.

Kearsney believes that the use of breathalyzers during school events, on or off school grounds, is an acceptable deterrent to the use of alcohol by underage drinkers.

A breathalyzer test may be administered at the discretion of the teacher in charge upon reasonable suspicion that a particular student or students was/were in possession of or consuming alcohol.

For purpose of this policy, indications of reasonable suspicion of alcohol consumption may include, but are not limited to, such characteristics as alcohol odour, slurred speech, unsteady gait, lack of coordination, presence of an alcohol container, bloodshot or glazed eyes, marked change in personal behavior, a report by a third party of a student's consumption of alcohol or similar information, or behavior that is risky, aggressive or disruptive.

The san sister / teacher administering the breathalyzer test will be knowledgeable in the proper use of the equipment and shall request a fellow staff member (where possible) to witness the administration of the breathalyzer. Breathalyzers will be properly maintained in accordance with accepted manufacturer standards.

If a student tests positive for alcohol consumption (at any level), disciplinary action will be taken.

Should the student refuse to take the breathalyzer test it will be deemed that the suspicion of the teacher is confirmed and the student will face disciplinary action.

Results of any breathalyzer testing will be treated as confidential student information.

## **6. SMOKING**

The College will not tolerate smoking by our students. The wealth of evidence linking smoking to the development of lung, mouth and throat cancer, heart disease and emphysema proves it is damaging not only to the smoker's health, but also to the health of those in the vicinity of the smoker. It is very difficult habit to break as one soon becomes dependent on it.

Smoking on campus, in school uniform or at school functions, is a major offence and could lead to expulsion. Those students found in possession of cigarettes, matches, etc., will be considered to have smoked and punished accordingly.

#### **7. THEFT**

Outright stealing - the deliberate act of taking for one's own use or possession something that belongs to another needs not further clarification.

In our community "borrowing" things like books, pens, calculators, clothes or any other items without the owner's permission is unacceptable. All boys should feel confident, that they can safely leave possessions in the dormitory or classroom.

#### **8. HARASSMENT OF STAFF**

The threatening and/or intimidation of staff on the school property or elsewhere is absolutely forbidden. The security and safety of Kearsney staff members, their families, places of residence and possessions may never be threatened by any boy or his proxy. Use of any electronic means to slander, harass or intimidate will not be tolerated at the College.

#### **9. BUNKING OUT**

First offence is punishable with external suspension. A second offence will result in expulsion from the boarding house. If a boarder leaves campus without permission, it is considered bunking out. A boarder who takes an exeat from the boarding house and then stays in the House without informing the Housemaster or Duty Master and does not attend all roll calls, will be punished as above for bunking.

A boarder who signs an exeat stating who his dedicated host is but does not go to those dedicated hosts will also be punished for bunking.

**Other major offences requiring no further explanation are:**

- 10. Vandalism**
- 11. Dishonesty**
- 12. Cheating**
- 13. Pornography**
- 14. Unacceptable number of minor offences**

#### **MINOR OFFENCES**

A list of minor offences is published on the intranet and amended from time to time.