



# KEARSNEY COLLEGE

Founded in 1921

## ***Code of Conduct for Pupils***

Updated and approved by the HR and Legal Committee and effective from: 04 April 2022

This Code of Conduct is to be read together with the Prohibited Substances Policy, Racism and Racial Discrimination Policy, Social Media Acceptable Use Policy, Disciplinary Code and Procedure and the Honour Code, available under Rules and Regulations on the intranet.

### **Basic Principles**

We are all justifiably proud of our high disciplinary standards at Kearsney. Ideally all discipline should emanate through the self-discipline of pupils. 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 pupils 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 respect each other, value diversity and reject all forms of racism, gender bias, prejudice and discrimination.*
- *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 pupils. It is the responsibility of both parents and the College to ensure that all pupils 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. Discrimination**

Discrimination refers to inappropriate and prejudicial treatment of people because of their actual or perceived group membership and may include both overt and covert behaviors that reflect negative attitudes or beliefs about a group. No individual at Kearsney should be discriminated against, feel unvalued or be treated with disrespect or prejudice by virtue of his race, ethnicity, religion, gender, sexual orientation, or any other categorisation. Discriminatory attitudes, beliefs and behaviour will not be tolerated at Kearsney.

### **3. Sexual Harassment**

There is absolutely no place for sexual abuse or harassment in our College. Any pupil involved in any sexual abuse or harassment on campus is guilty of a major offence leading to severe disciplinary consequences. Sexual harassment includes the taking of offensive photos and social media harassment.

### **4. Bullying**

Every pupil at Kearsney has the right to enjoy his learning and leisure time free from intimidation. Our school 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, 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.

**Essentially, bullying involves either verbal or physical harassment which will not be tolerated at Kearsney.**

**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** shall be defined as 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** shall be defined as the use of any electronic media to slander, harass or intimidate another.

## 5. Social Media

### Aims and Objectives

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

### Definition

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

### Guidelines

When using social media, pupils at the College are expected to ensure they:

- Respect the right of privacy of others;
- Respect the right to protection against unlawful collection, retention, dissemination and use of personal information;
- Respect the rights and confidentiality of others;
- Do not post content that has been unlawfully obtained;
- 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 anyone;
- Do not post content that is hateful, threatening or pornographic or that incites violence against others;
- Do not post content that harms the reputation, good standing or privacy rights of the College or those within its community. Where there is a possibility that a pupil may be identified with the College, he should act in a manner that is consistent with the general philosophies and values of the College and that does not bring the College into disrepute;
- Do not post content which would constitute sexual harassment, offensive photos or content which would make a person feel offended, humiliated or intimidated;
- Do not use social media to approach the College's staff members for personal friend requests or engage in non- school related correspondence with teachers at the College;

- Adopt measures to protect their own privacy and personal safety and against identity theft. Pupils should be aware of their profile's security and privacy settings;
- Pupils should remember that people classified as "friends" may have the ability to download and share their information with others;
- Consider intellectual property rights, copyright and ownership of data;
- Report inappropriate material that makes them feel uncomfortable or is disrespectful to a Deputy Headmaster.

**Personal Mobile Devices (including mobile phones)**

- The College allows personal mobile phones and devices on campus within the limits outlined in this policy;
- The College is not responsible for the loss, damage or theft of any personal mobile device;
- The sending of inappropriate text messages or image or sound recordings on a mobile device to any person is not allowed.

**6. Drinking**

The use of alcohol by minors is against the law and can be physically or emotionally harmful to pupils. It is vital that parents, staff and pupils co-operate in educating and learning self-discipline thus preventing the use by minors, and the abuse of alcohol by those older. The use of alcohol by boys on the school property, on any school tour or excursion or in school uniform, 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 the College and parents to ensure that all pupils are educated about substance abuse. This will be done on an on-going basis.

On exeat weekends and holidays pupils fall under their parents' or host parents' jurisdiction. It is expected that parents will support our policy. Should a pupil 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 breathalyser test may be administered at the discretion of the teacher in charge upon reasonable suspicion that a pupil or pupils 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 pupil'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 pupil tests positive for alcohol consumption (at any level), disciplinary action will be taken. Should the pupil refuse to take the breathalyzer test, it will be deemed that the suspicion of the teacher is confirmed, and the pupil will face disciplinary action.

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

## **7. Smoking**

The College will not tolerate smoking by our pupils. This includes smoking of conventional cigarettes or of e-cigarettes which includes vapes, e-hookahs, vape pens and electronic nicotine delivery systems. 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 pupils found in possession of cigarettes, e-cigarettes, vaping paraphernalia, matches, etc., will be considered to have smoked and punished accordingly.

## **8. Theft**

Outright stealing - the deliberate act of taking for one's own use or possession something that belongs to another person 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.

## **9. 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.

#### **10. 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.

#### **11. Other major offences requiring no further explanation**

- a. Vandalism
- b. Dishonesty
- c. Cheating
- d. Pornography