



The Ridge School  
Our School's Code of Conduct

"Where boys are known and grown"

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**Annexures**

- A - Our School's Rules and Policies
- B - Our School's Anti-Bullying Policy
- C - Our School's Anti-Racism and Anti-Discrimination Policy
- D - Our School's Religious Practices Policy
- E - Our School's Hair and Appearance Policy
- F - Our School's ICT Policy
- G - Our School's Disciplinary Policy

## 1. Introduction and foundation principles

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- 1.1 The Ridge School (the "School") strives to be a healthy, safe, and inclusive child-centred environment for optimal learning and work by focusing on the well-being of our boys (hereinafter referred to as "our boys"), their parents and guardians (hereinafter collectively referred to as "parents"), and our staff. We are committed to providing each boy in our care with a holistic education that balances their academic, physical, emotional, and social needs.
- 1.2 We pride ourselves on living up to our motto: *"Where boys are known and grown"*. This is underpinned by an ethos focused on child-centred education, respect and caring among all who form part of our School community and the property and environment we share. In this context, we want all boys, parents, and staff to feel safe, happy, respected, accepted, valued, and understood.
- 1.3. Certain behaviours are required to achieve a healthy, safe, and inclusive child-centred environment focused on optimal learning and working. *Our School's Code of Conduct and the policies contained herein (Our School's Code of Conduct) is a guide to "how things are done at our School". Its purpose is to guide and encourage responsible, respectful, and self-disciplined norms and behaviour amongst all boys, parents, and staff at our School.* A punitive disciplinary approach based on fear and prejudice, intolerance, and racism are inconsistent with this approach and have no place in our School.
- 1.4. *Therefore, the principle of fair and restorative discipline and the consistent adoption and application of fair and restorative discipline measures are a cornerstone of Our School's Code of Conduct.*

*"Fair and restorative discipline"* and *"fair and restorative disciplinary measures"* mean discipline and disciplinary measures that are appropriate in the circumstances, age-appropriate and corrective in that they aim to get boys:

- to take responsibility for their actions;
- to understand the harm their actions may cause, have the opportunity to remedy this harm, and discourage them from causing further harm;
- who may have been harmed by another's actions to play a role in the discipline process to reduce feelings of anxiety and powerlessness; and
- to remain part of a supportive community that provides everyone with opportunities to learn non-wounding and restorative ways of interacting.

- 1.5. Not every aspect of school life can be captured in Our School's Code of Conduct, as circumstances and behaviours may change. Accordingly, Our School's Code of Conduct is not intended to be exhaustive. Rather, it remains a guideline indicating the fundamental values and principles underlying acceptable behaviour at our School, and according to which corrective action and discipline are to be implemented by the School. Our School's Code of Conduct may be amended and/or deviated from where fair, necessary, and appropriate, but always:
  - 1.5.1. with a focus on providing a healthy, safe, and inclusive environment optimal for learning and working; and
  - 1.5.2. having regard to the framework of the Constitution of the Republic of South Africa, its Bill of Rights and the laws of South Africa (as may be amended from time to time).
- 1.6. *All stakeholders in our School, including all boys, parents and staff, must take responsibility for contributing to an environment optimal for the learning, safety, and well-being of our boys and, therefore, a culture of behaviour and discipline in which all are aware of the standard of behaviour expected of them and accept the joint application and implementation of Our School's Code of Conduct.*

## **2. The Ridge School values and vision**

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- 2.1. The School is an independent preparatory school for boys that celebrates the differences and uniqueness of boys. Our pursuit is to ensure that everyone feels welcome and that they belong. The School ethos is non-denominational and based on Christian values. Our School community does not discriminate based on race, beliefs, backgrounds, orientation, or dreams. We are committed to raising future leaders and look forward to their impact on society as culturally aware and sensitive individuals who understand that a fair world is one where everyone feels heard, represented, and respected.
- 2.2. Our vision is to be a thought leader in world-class education that aims to create a safe space for young boys to thrive and experience the joy of learning and growing. The School is an educational home for boys that draws on the best of the traditional model of boys' education while being open and receptive to the powerful developments in 21<sup>st</sup> century thinking about the purpose of schools and education.
- 2.3. The School seeks to live and teach the core values of a love and curiosity for learning, self-confidence, independence, leadership, and a sense of kindness and respect for oneself and others. Our values are made explicit on our website in the form of the Ideal Attributes document.
- 2.4. Prejudice, intolerance, and racism have no place in this School. These three words can be defined as any language or conduct that discriminates based on race, ethnicity or culture, demeans, wounds or excludes in a damaging way.

### **3. The scope of Our School's Code of Conduct**

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- 3.1. Unless specifically stated otherwise, all rules contained herein are applicable for so long as a boy is enrolled at our School, including but not limited to:
- while school is in session,
  - on and off School premises,
  - during term, including school outings and tours; and/or
  - boys are representing our School and/or can in any way be associated with or identified as a member of our School.
- 3.2. *Our School's Code of Conduct, therefore, has a bearing on our boy's behaviour outside of the School and normal School hours if a boy's conduct negatively impacts the community or the teacher/boy relationship or brings possible reputational damage to the School.*

### **4. The implementation and monitoring of Our School's Code of Conduct**

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- 4.1 *All staff are responsible for the effective implementation of Our School's Code of Conduct.*
- 4.2 The Executive Committee must review Our School's Code of Conduct and its implementation annually to ensure its effective implementation and alignment with the underlying principles and School values in sections 1 and 2. This annual review must specifically consider the policies in Our School's Anti-Bullying Policy, Our School's Anti-Racism and Anti-Discrimination Policy, Our School's ICT Policy and all Complaint Forms received under Our School's Code of Conduct.

