



MICKLEFIELD
SCHOOL

CODE OF CONDUCT for LEARNERS

Girls at Micklefield School are expected to uphold the core Micklefield Values and to be

- Proud
- Honest
- Respectful
- Considerate
- Responsible
- Friendly

It is expected of all girls to uphold the Micklefield Values in every situation

Discipline

There are no formal rules but rather guidelines as to what could be considered as appropriate and acceptable behaviour at Micklefield. The absence of these rules does not relieve a learner of her responsibility to behave in what would be considered a fair and reasonable manner in all situations related to the school and towards others.

Intermediate Phase Girls who do not uphold the Micklefield Values and who do not behave appropriately or acceptably will be given De-Merits. This may result in detention.

More serious issues of discipline are handled on an individual basis by the Headmistress, teachers and/or parents.

Policies and instruments in place to support discipline:

- Bullying Policy
- Behaviour Contract
- Policy for Merits and De-Merits
- Policy on the use of mobile phones
- Assembly Etiquette
- Acceptable Use Policy for IT

Support for Learners

Open and clear communication is encouraged at Micklefield. The staff and the Headmistress have an open-door policy and learners are encouraged to chat to any member of staff if they are feeling in need of support. Counselling and guidance is

always available. In specific situations, outside professionals may be recommended for individual counselling or therapy or used to work with whole classes.

To develop and maintain the ethos of care and support a number of programmes have been instituted to support the learners and to develop skills, which will empower them. Pupils armed with communication skills, decision-making skills and problem-solving skills will develop self-confidence and self-esteem.

Peer mediation:

Peer mediation is a positive approach to pupil conflict resolution where learning takes place. A neutral third party, in our case trained pupils, helps disputants to solve their own problems. This empowers the pupils. They are armed with methods to solve conflict, which do not include aggression and violence. Mediation involves talking out and not suppressing feelings of anger, frustration, etc. Conflict is normal and inevitable. Mediation does not remove conflict. Rather it provides methods of resolving conflict peaceably.

Training is essential. Grade 6 learners attend a number of workshops (one of which is with their parents) which covers the process itself and various communication skills. During their Grade 7 year learners volunteer to serve as mediators in the playground to resolve problems between their peers. We feel that in an ever-changing, dynamic society the biggest role we, as educators, play is to instil in our charges the skills to cope in life.

Mediation has become a vital life-skill. In the school setting learners will deal with everyday arguments and disagreements which negatively affect the disputants and the rest of the community, preventing major conflict situations from arising and, thus, helping to deal with the discipline in the school.

Review Date: April 2023