

## PHILOSOPHY OF CARE

Tonbridge School aims to give an academic education of the very highest standard, and through its Academic, Pastoral, Co-curricular and other facilities, to enable boys to acquire the self-reliance and sense of duty and values necessary for them to play a constructive role in the changing world to which they belong.

The School believes that the House system at Tonbridge provides equality of opportunity through a caring environment in which each individual, with support, mutual respect and encouragement of members of staff and of other boys, is valued and is allowed to develop their own personality and talents while learning to live as part of a community. We aim to ensure that this community is one in which there is no place for harassment, discrimination or bullying.

We aim to develop high standards in all aspects of life; moral, intellectual, cultural, spiritual, athletic, and social. We likewise expect the highest possible standards of appearance, dress, and manners, and welcome the support of parents in achieving all our aims.

The School keeps its policies and practices under constant review to ensure that they cater in the most effective way for the welfare of all its boys. The School carries out regular inspections of its facilities and buildings to ensure that all boys are provided with appropriate conditions in which to work and live.

Care for every aspect of each boy's life at Tonbridge is the responsibility of all staff, and especially of Housemasters. The prime responsibility is to safeguard and promote the welfare of each boy. However, young people also have rights which must be observed by Housemasters and staff. Key principles are established in law to promote and protect the rights of young people, in particular with reference to privacy, independence, dignity, choice, and self-fulfillment.

The rights and welfare of all children are addressed by the 1989 Children Act. In its Safeguarding Policy the School also follows the principles laid down in the most recent annual update of 'Keeping Children Safe in Education' and 'Working Together to Safeguard Children'. The School also works closely with Kent Safeguarding Children, other local partners and our procedures follow local guidance.

The School is subject to inspections by ISI. These inspections assess whether the school is meeting the National Minimum Boarding Standards for Boarding Schools, published by the Secretary of State under Section 87C of the 1989 Children Act. The most recent boarding Inspection was in September 2018 and its recommendations have been adopted.

The School has an effective Anti-Bullying Policy. This is regularly monitored and appropriately revised. Members of staff, known as the Anti-Bullying Co-ordinators, promote initiatives among boys and staff to help prevent bullying behaviour. The Behaviour, Rewards and Sanctions Policy lays down clear expectations of behaviour. Rewards and sanctions in use at the School are clearly set out, as are the roles and responsibilities in promoting and enforcing the policy.

The School aims to ensure that there is constant liaison and exchange of information between parents and the School during the five years that a pupil is at Tonbridge.