



# Kindness Policy

## WHAT YOU DO MATTERS

### Rationale

The word “kindness” is derived from the notion of kinship, from the idea that people of the same family or clan are bonded together by natural affection and mutual goodwill. With the advent of Christianity, this idea was turned into a positive commandment that people should love one another.

The requirement is not that people should like one another, for liking cannot be enforced, but that they should treat each other as they would wish to be treated themselves, and that their attitude to all people should be based on goodwill. That is the true meaning of love: a source of kind activity rather than a selfish gratification.

By definition, kindness excludes unkindness in thought, word and deed.

### Policy Statement

Every member of The Hutchins School community has the duty to be kind to every other member and also to all members of the public.

### Responsibilities

1. All members of The Hutchins School community are responsible for:
  - setting an example of kindness in the way they speak and act and in their attitude of goodwill to all members of the community;
  - actively promoting kind words and deeds among the community;
  - dealing with unkindness when protecting junior or weaker students or members of the community, and
  - reporting any unkindness they are unable to correct: such reporting is mandatory.
2. Members of the School community must report instances of unkindness which are not being corrected.
3. Intervention - will be necessary when the unkindness of some makes life difficult or distasteful for others. It is mandatory that cases of severe unkindness – whether by deed, word, telephone, text messaging, e-mail, group exclusion or harassment – should be reported to the highest school authority.
4. Counselling - can involve both the perpetrators of unkindness and the victims of it; can be undertaken individually or in groups by all members of staff and leading students. Professional counselling is also available from the counsellor and qualified psychologists.
5. Follow up - is necessary by those in authority to ensure that perpetrators have benefited from their lesson and that reprisals do not occur.
6. Disciplinary Action - will be undertaken at the discretion of the relevant member of staff. In extreme cases the Headmaster will expel from the community those who have chosen to isolate themselves from it by continued unkindness, by a single act of severe unkindness or by an unrepentant attitude which makes it impossible for them to profit any further from The Hutchins School ethos.
7. Reformation - is the aim of all disciplinary action. Once this process is commenced no reference should be made to former offences unless they are repeated.

Warwick P Dean  
**Headmaster**