



STUDENT BEHAVIOUR AND DISCIPLINARY POLICY

Rationale

This policy outlines the underlying philosophy, nature, organisation and management of student behaviour at The Indian Academy Dubai School. It's fair and consistent implementation is the responsibility of all staff.

Aims

- To create an appropriate and safe educational environment where alternative initiatives are in place based on crises and natural disasters.
- To ensure an inclusive educational environment to achieve success by applying the culture of reinforcement, encouragement, and permanent care to the community to reduce behavioral offences
- To promote student and parent awareness of their obligations to maintain self-control and good behavior
- To ensure implementation of well-defined mechanisms to tackle student behavior deviations and protect school values and systems through changing and emerging conditions.
- To promote positive behavior and practice healthy relationships to inculcate self and public responsibility among students within the school community.

School management

The school management is responsible for ensuring that a reasonable and effective Code of Behavior and Discipline exists where rules, procedures, ways to promote positive behavior, affirming student efforts, rewards and consequences, and its implementation procedures are developed with the participation of all the stakeholders.

Accountability

Students are expected to take accountability for the impact of their choices. Through positive and representative conferencing, students will be given the opportunity to reflect on the impact and find ways to restore relationships.

Classroom Management and Curricular Provision

- The maintenance of positive behavior within the school is the responsibility of all staff. Individual staff have particular responsibilities e.g. within their own classroom or when on duty supervising entry and exit duties.
- Staff endeavor to model desirable behavior and attitudes and avoid negative sequences of behavior.
- Every opportunity is taken to support self-discipline, whereby students are personally involved and accept responsibility for their own actions and behaviors.
- Teaching methods, lesson content and other curriculum linked activities encourage active participation and support the school aims to develop the skills, knowledge and understanding which will enable the students to work and play in co-operation with others in a respectful way.
- Students have age-appropriate responsibilities assigned with peers or staff to create a collaborative ethos and promote well-being and shared stewardship of the school.
- Praise is used to encourage good behavior as well as good work and constructive criticism should be a private matter between a staff member and student where possible.
- Teachers under guidance and support manage particular needs of the students
- All staff and students are familiar with the school Code of Conduct.

Reinforcing Desirable Conduct

Conduct Situations that may require reinforcement:

- Distinguished excellence in skills which promote positive, safe, caring, healthy relationships, and mutual respect or the skills holding together the school ethos and values in developing excellent citizens.
- Excellent progress after retardation or failure, regularity in doing school homework, handling school facilities and maintaining the same.
- Outstanding attendance and punctuality
- Positive and active involvement in school activities and contests.
- Distinguished excellence in adherence to the society's values, customs and traditions
- High level of performance and motivation for learning, appreciation for education, and modelling best behavior.
- Having and practicing leadership and cooperation skills, and shouldering responsibility and ownership.
- Participation in executing projects and programmes which have a positive impact on the school and local communities.
- Any student's adoption of positive conduct after rectifying undesirable behavior.

Desirable conduct reinforcement methods may include:

- Commendation/written appreciation through e-learning platforms/classroom board/special assemblies/social media or everything published by the school.
- Stickers, badges or stamps
- Star/ Reward Charts
- Student/star of the week
- Honoring the student in school celebrations/assemblies
- Representing the school in external events
- Online meet/sending the child to the respective Phase Head / Principal for praise
- Thanks, and appreciation letters issued or approved by the school administration and delivered to the student or his parent.
- Representing the school in student meetings, seminars or conferences, or official student delegations.
- Prizes, certificates and awards

Desirable conduct reinforcement controls:

- Reinforcement should match in type and degree
- Reinforcement opportunities should be fairly available for everybody.
- Reinforcement strategies shouldn't turn to frustrate those who don't receive any.
- Reinforcement should be directed to the response of the student and not to his personality.
- Reinforcement methods should vary between moral and material (certificates/points/etc....)
- Avoid exaggeration in using means of reinforcement.
- Reinforcement should immediately follow occurrence of the desirable conduct.

Rectifying Undesirable Conduct

Our Code of Conduct clarifies particular actions that are not permitted and that will trigger disciplinary action. Disciplinary action is commensurate to the level and frequency of the breach of the Code of Conduct and is carried out in a staged, transparent and fair manner, with involvement of parents, teachers, and specialists as relevant. We take a restorative approach to dealing with behavior issues. We emphasize on developing positive behavior, so disciplinary interventions encourage students to improve their conduct and develop positive behavior patterns. However, where there is insufficient change in behavior, or if the misconduct is very serious, disciplinary action is likely to lead to limited or permanent exclusion.

In the event that a student of determination commits a behavioral offence during distance/physical learning, the designated authority and the school support team will coordinate with each other and with the Inclusive education support dept. if required; to determine the relationship between the offence and the student of determination, and then apply the measures

Situations requiring intervention to rectify the undesirable conduct:

Any situation where the student is breaking the school's behavior and disciplinary protocols, require to be corrected with rectifying mechanisms.

Undesirable Conduct rectifying controls

When enforcing the measures of undesirable conduct rectification, the following should be taken into account:

- Verification of the occurrence of the conduct.
- Applying the rules with the aim of guiding and rectifying the conduct, rather than demonstrating anger and revenge.
- Dealing with the student on the basis of respect for his/ her character and feelings and prioritizing the reinforcement strategies over the rectifying measures.
- Taking into account the circumstances in which the fault occurred and the frequency of its occurrence.
- Fairness, equality and confidentiality in treating students.
- The enforced procedure should be suitable to age and all ability groups
- The enforced procedure should be suitable to the nature of the conduct, and the severity and frequency of the undesirable conduct
- Avoiding cruelty, psychological abuse, vilification, insult, mocking, sarcasm, or humiliation.
- Focusing on the student's conduct rather than the student's personality.
- Not enforcing measures on all classroom students or a group because of a fault committed by one of the students.
- The procedures should be immediate and suitable to the level and nature of the conduct.
- Not applying any penalty to the student without considering the school's responsibilities for required procedures
- Considering the student's problems from the social, educational, psychological and financial perspectives prior to enforcing the measures.

We are prohibited from taking certain actions against students, which include the following:

- Corporal punishment of all types and forms
- Preventing the student from having his/her food
- Provoking or mocking the student
- Preventing the student from going to the toilet
- Restricting student freedom or holding him/her in the school
- Threatening to reduce the scores of school subjects

Offence levels applicable to both physical and distance learning

LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4
<ul style="list-style-type: none"> • Being repeatedly late to the morning-assembly/ class/ unexcused tardiness(delay of 10 minutes or more) • Failing to attend the classes on time • Incomplete assignments/ Homework • Failure to bring required materials/books/ to class • Loitering outside the class during a lesson • § Not wearing the proper and full uniform • Not tidying or cleaning areas around the desk • Failure to abide by the classroom laboratory and library procedures • Any form of distraction during a lesson • Failure to follow the rules of positive behavior inside and outside the class • Misuse of electronic devices 	<ul style="list-style-type: none"> • Absence from school without an acceptable excuse at any time • Being found outside class without permission • Not attending school activities and events without permission • Incitement to fight, threaten or intimidate peers in the school. • Acting in a manner contradicting with the public morals or the public order • Verbal abuse or insulting students, staff or school guests. • Writing on the school furniture or the school bus seats • Refusing to respond to the instruction /carrying or handing over banned materials. • Running/pushing or shouting in the corridors • Counterfeiting parent's signature on the school correspondence • Chasing peers while having food in hand/ during break time or any other time • Any form of disrespect to the peers or to their parents • Smoking/ Vaping or possessing the relevant products inside the school campus 	<ul style="list-style-type: none"> • Various types and forms of bullying. • Copying or reproducing assignments, reports, projects • Getting out of the school without permission or absconding during the school day • Attempting to defame peers and the school staff via social media • Impersonating others in the school, during transactions, or forging the school documents. • Destroying or seizing school furniture, tools, and vandalism • Tampering with or destroying school buses. Causing harm to the driver, supervisor, or other road users. • Assaulting others in the school, without causing any injuries to the victim (corporal abuse). • Driving a private car recklessly inside or around the school campus, and not following the security and safety instructions. • Capturing, possessing, publishing or disseminating photos of the school staff and / or students without their permission 	<ul style="list-style-type: none"> • Using the means of communication or social media for unlawful or immoral purposes, or in a manner discrediting the school and its staff or others. • Possessing or using arms or blade weapons/sharp or their equivalent inside the school • Committing sexual assault/sexual harassment inside the school, the bus or during activities. • Assaulting others in the school causing injuries to the victim • Systematic (pre-planned) or covering up theft. • Impersonating others in school transactions or faking school documents • Bringing, possessing, presenting, or promoting information or electronic



THE
INDIAN
ACADEMY
INSPIRE INNOVATE ACHIEVE

STUDENT BEHAVIOUR AND DISCIPLINARY POLICY

		<p>around the school campus, and not following the security and safety instructions.</p> <ul style="list-style-type: none"> • Capturing, possessing, publishing or disseminating photos of the school staff and / or students without their permission 	<p>materials that are unauthorized and inconsistent with the values, morals, public order, and public decency.</p> <ul style="list-style-type: none"> • Leaking questions of the assessments or engaging therein, in any way. • Abusing religious, or social figures of the UAE. • Possessing, bringing, promoting, or using narcotics, medical drugs, or the psychotropic substances inside the school or the school bus, or being under the influence of narcotics, non-prescribed medical drugs or the psychotropic substances. • Disseminating or promoting ideas or beliefs on extremism, violation or atheism, or the ones harming the political and social regulations of society. • Disdaining the religions or inspiring religious conflict in the school • Photocopying, possessing, publishing and circulating images of the school, staff and students without their permission.
--	--	---	--



THE
INDIAN
ACADEMY

INSPIRE INNOVATE ACHIEVE

STUDENT BEHAVIOUR AND DISCIPLINARY POLICY

Impact of offences levels applicable to both physical and online school

LEVEL OF OFFENCE	REPETITIVENESS	ACTION	RESPONSIBLE PERSON
LEVEL 1	Upon committing	Verbal warning	Class teacher/staff – Class teacher must be informed about this
	When repeated	Verbal warning and clear directions	Head of Section Counsellor
	When repeated for the second time	Meeting with the parent to discuss about the offence. Student may be referred to school counsellor	Class teacher/ Head of Section/ School counsellor
	When repeated for the third time	Parent will sign an undertaking not to repeat the offence and staff provide strategies.	Class teacher/ Head of Section /School counsellor
	When repeated more than 3 times	Meeting with the parent to discuss about the offence and action plan School counsellor will open a file for case study and implement a set of strategies to bring into effect positive behaviour	School counsellor (Progress updated with Head of Section and Class teacher)



THE
INDIAN
ACADEMY

INSPIRE INNOVATE ACHIEVE

STUDENT BEHAVIOUR AND DISCIPLINARY POLICY

LEVEL 2	Upon committing	Informing the parent discussing about the offence and preventive measures Verbal warning by the Head of Section	Head of Section School counsellor
	When repeated	Meeting with the parent and discussing about the offence and preventive measures that can be taken. Undertaking by the parent and student not to repeat the offences. Referring to school counsellor	Head of Section School counsellor
	When repeated for the second time	Meeting with the parent discussing about the offence and preventive measures that can be taken. Issuing a warning letter Referring to the school counsellor.	Head of Section School counsellor

STUDENT BEHAVIOUR AND DISCIPLINARY POLICY

LEVEL 3	Upon committing	<p>Meeting with the parent to discussing about the offence, issuing written warning letter. Principal to inform the Board of Governors/local legal authorities if necessary.</p>	<p>Principal Head of Section School Counsellor/DSL</p>
	When repeated	<p>Meeting with the parent to discuss about the offence, issuing a final warning.</p> <p>Withdrawing the user's right to login/terminating the service for a fixed term Formal fixed time exclusion or permanent exclusion.</p> <p>The Principal to inform the Board of Governors/local legal authorities</p>	<p>Principal Head of Section School Counsellor/DSL</p>
level 4	Upon committing	<p>Meeting with the parent to discussing about the offence, issuing a final warning</p> <p>Withdrawing the user's right to login/terminating the service for a fixed term Formal fixed time exclusion or permanent exclusion.</p> <p>Principal to inform the Board of Governors/local legal authorities</p>	<p>BOD/ Principal Head of Section School Counsellor/DSL</p>

<p>level 4</p>	<p>When repeated</p>	<p>Meeting with the parent to discussing about the offence, withdrawing the user's right to login/terminating the service for a fixed term Formal fixed time Suspension or Expulsion (mandatory withdrawal from the school) may be the consequence for serious and/or repeated infractions.</p> <p>Expulsion excludes the student from ever being on the campus again. In line with the statutory body that governs schools (KHDA) Principal to inform the Board of Governors/local legal authorities</p>	<p>BOD/ Principal Head of Section School Counsellor/DSL</p>
-----------------------	----------------------	---	---

In all cases, the staff member speaks to the student and ensure student identifies desirable behavior and articulates reasons why this/her behavior choice was poor and what the consequences of the poor behavior result in. The school will deal with all non-criminal offences which occur anywhere on the school premises/online and which are witnessed by a staff member or reported to the school

Our school pursues to create a caring and learning environment by promoting self-esteem, self- discipline and positive relationships based on mutual respect. We believe early interventions play vital role in promoting positive behaviour and we always ensure fairness of treatment and consistency in response to both desirable and undesirable behaviour.