



**GLOBAL**  
ENGLISH SCHOOL  
AL AIN

Tel: +971-3-7678844  
P O Box: 15598, Al Ain, United Arab Emirates  
✉ geschooluae@geschooluae.com  
🌐 www.geschooluae.com

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| Policy:                 | <b>Student Behaviour Policy</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Date Published          | 25 August 2024                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Evaluation & Review:    | Last reviewed : September 2026, Next review- June 2027                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Rationale:              | <b>Positive Behavior for Learning (PBL)</b> ensures that students are able to learn in a supportive and encouraging environment, and where students are encouraged to be responsible for themselves as well as respectful of others. Clear expectations of Student behavior and conduct will be developed through a Code of Conduct and this will support the Positive Affirmation Programs and a Clear Behavior Management Plan. Initiate bullying prevention through a comprehensive Anti- Bullying policy. Support students who are finding it challenging to meet behavioral expectations through appropriate intervention. Framing the requirements for dealing with student misconduct through a staged approach. |
| Roles of Responsibility | Principal, SLT, Pastoral Heads, HODs, student Counselor, SWO, Teachers, Students and Parents.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

**“GOOD BEHAVIOUR IS A NECESSARY CONDITION FOR EFFECTIVE TEACHING TO TAKE PLACE”.**

The governing body ensures to create an environment in the school that encourages and reinforces good behavior.

**Aims**

- To create an environment which encourages good behavior where relationships are based on respect.
- To define acceptable standards of behavior, both positive and negative behavior.
- To promote self-esteem, self-discipline and positive relationships.
- To ensure that the school expectations and strategies are orderly known and understood.
- To ensure the involvement of both home and school in the implementation of the policy

## **Policy statement**

### **1. Student Behavior Policy**

**1.1 policy requirement:** GES's student behavior policy shall include the following:

- a. An overarching positive behavior model.
- b. The GES „s school code of conduct.
- c. Misconduct policy and procedures.
- d. Anti- bullying policy.
- e. Provide support and interventions for students

**1.2 Annual Review:** GES shall review the student behavior policy and the effectiveness of its implementation on an annual basis.

**1.3 Communication:** GES shall take active measures to ensure that the policy is clear and understood throughout the school community, including ensuring that parents acknowledge the policy when signing the parent – school agreement.

### **2. Positive Behaviour Model**

The objectives of the school discipline policy are to establish safe and positive learning communities that increases student responsibility and student learning. A **POSITIVE BEHAVIOUR FOR LEARNING (PBL)** approach will be the foundation of the Behaviour Management Plan.

**2.1 Positive behavior Model** to promote, recognize, reward, and reinforce positive behavior that consists of the following.

1. Creating a culture of promoting high standards of behavior in line with the values of the school primarily;
  - a. UAE National Identity and Culture: Respect for local values, traditions, religion and culture, in line with the ADEK values and Ethics Policy.
  - b. Positive school environment: GES environment that is welcoming, caring, safe, enriching, professional and respectful to all regardless of background, nationality, religion, ability/ disability, race, gender etc.
2. GES initiates to educate and to make all the students aware the importance of positive behavior, self- management, respect for diversity and bullying prevention.
3. GES gives training for teachers on the GES's student Behavior policy and the positive management of student behavior.

## School-wide Positive Behavior for Learning Goals

| Objectives                      | Strategies                                                                                                                                                                                                                                                                                  | Outcomes                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A positive learning experience. | <p>Develop and maintain success for all students</p> <p>Teach students to take responsibility for their behaviour</p> <p>Develop and implement consistent practices to support the rights of all members of the school community</p> <p>Develop partnerships to manage student behavior</p> | <ul style="list-style-type: none"> <li>Students' learning has improved. Relationships at school are based on mutual respect.</li> <li>Rights of the school community have been supported</li> <li>Appropriate support and services have been provided for students experiencing difficulties.</li> <li><b>IEPs</b> have been managed in partnership between schools, students, families, services and agencies.</li> </ul> |

### 3. Promoting positive behavior through a **student code of conduct**

3.1 **Student code of conduct:** GES encourages positive behavior amongst their student body by establishing a student code of conduct that comprises the following;

1. A clear statement of actions defining positive student behavior, which includes:

a. **Showing due care and respect for the school, its staff, students, and the wider community by:**

- Complying with all school rules.
- Behaving safely and responsibly, and with regard to the safety and welfare of oneself and others.
- Caring for the school's property and facilities as well as the property of others.
- Representing the school on public occasions and promoting a positive school image by advocating and acting as an ambassador.

b. **Demonstrating a positive mindset and engagement with learning by:**

- Attending school and classes on time and providing an explanation for lateness and absences.
- Fulfilling all responsibilities as a student (e.g., completing classwork) with a good work ethic, personal effort, honesty, and a willingness to learn.
- Behaving responsibly and respectfully so as not to disrupt the learning of others within and outside the classroom.
- Engaging in extracurricular learning opportunities.

- Demonstrating consideration, respect, and civility to others, including staff, students, parents, and the wider community, by taking actions such as:
- Speaking politely and behaving courteously with others (e.g., using “please”, and “thank you” in speech, holding doors open for others, etc.).
- Queuing in an orderly way and respecting others’ positions in queues.
- Respecting personal space and boundaries, including requesting consent to touch or use the belongings of others.
- Taking personal initiative to act as a “responsible citizen” of the school by not engaging in misconduct and protecting other students from bullying by intervening (when appropriate) and/or reporting incidents of misconduct witnessed.
- Showing sportsmanship in winning and losing.
- Considering the impact of words and actions on all students, staff, and parents.
- Following good hygiene practices (e.g., washing hands, covering nose and mouth when sneezing/coughing, refraining from spitting, being mindful of unpleasant odors).
- Being vigilant of, caring for, supporting, and/or mentoring younger students, where appropriate.
- Taking personal initiative to encourage and promote environmental awareness, conservation, and sustainable practice among and outside GES community/
- Encouraging collaboration and open dialogues by engaging in teamwork and possessing an open and welcoming attitude toward fellow students, particularly those who may feel marginalized (new students, students frequently bullied, etc.).
- Dressing modestly and appropriately and following the school’s dress code and grooming rules.
- Respecting UAE national identity and cultural values in line with the
- *ADEK Cultural Consideration Policy*.
- Recognizing the diversity of the school and wider community, and not discriminating against others based on characteristics such as ethnic origin, nationality, culture, language, religion, gender, or ability/ disability, in line with the *ADEK Values and Ethics Policy*.
  - c. The expectation for students to exhibit positive behavior when under the school’s supervision.
  - d. This includes periods when students are traveling to and from the school using school transportation and moving between, waiting for, and taking part in all activities organized by the school inside or outside its premises.
  - e. Schools are authorized to extend the applicability of the Student Code of Conduct to situations where students are representing the school indirectly when not under the school’s supervision, such as when wearing a school uniform in public settings.

2. A clear statement of actions considered to be misconduct and the associated disciplinary actions, as per the GES misconduct policy.

#### **4. Misconduct policy and procedures:**

4.1 GES shall strive to create a culture of applying positive behavior approaches when dealing with student misconduct. This includes the following;

- Reviewing the incident with the student
- Giving them a chance to explain, understand, and take ownership and the accountability for their misconduct.
- GES committed to investigate and analyze possible root cause for the misconduct.
- Engage the student to come up with their own behavior management strategies

4.2 Policy Requirement: GES has a comprehensive misconduct policy and procedures, in line with the requirements set out in the ADEK student behaviour policy.

1. This misconduct policy shall be applicable to students starting in grade 5. Disciplinary measures for students below grade 5 shall be subject to Ministerial Resolution No.(206) of 2020 on the policy of managing positive behavior for children in Early Childhood in Educational Institutions (MoE,2020)
2. Levels of Misconduct: GES ensured that their Misconduct policy and procedures distinguish between the different levels of misconduct outlined in Article 7 of Ministerial Resolution No. (851) of 2018 concerning the Code of Behavior management for students.

#### **a.Level One Offenses:**

- 1) Non-compliance with the school uniform (regular or PE) without an acceptable excuse.
- 2) Not following the school's rules as stated in the Student Code of Conduct, both inside and outside the classroom (e.g., not staying calm/disciplined during class time, making inappropriate sounds inside or outside the classroom, not dressing modestly, sporting inappropriate haircuts, if applicable).
- 3) Not bringing books and other resources for school without an acceptable excuse.
- 4) Sleeping or eating during class time or during the morning assembly without justification or permission (after verifying the student's health status).
- 5) Not complying with the completion of homework (if applicable) and assignments in a timely manner, if applicable.
- 6) Misuse of digital devices in school (e.g., playing games, viewing social media, messaging, using head/earphones in the classroom without justification or permission).
- 7) Any other forms of misconduct similar to the above as per the discretion of the Behavioral Management Committee.

### **b.Level Two Offenses:**

- 1) Leaving or entering the classroom during class time without permission.
- 2) Not attending mandatory school activities and events without an acceptable excuse.
- 3) Physical fighting, Inciting quarrels, threatening, or intimidating peers in the school.
- 4) Acting or appearing in a manner that contradicts the ADEK Cultural Consideration Policy.
- 5) Causing minor damage to school or bus furniture (e.g., writing or sticking gum on bus seats, tampering with the alarm bell or elevators).
- 6) Taking out and/or using mobile phones at school without permission and misusing any means of communication (e.g., sending frightening videos to young children).
- 7) Verbally abusing or insulting any member of the school community (including visitors).
- 8) Using, promoting, possessing, and/or distributing tobacco and other tobacco-derived products and paraphernalia such as shisha, e cigarettes/vaping, etc., lighters, and pipes on the school premises, on the bus, or during school activities offsite.
- 9) Refusing to follow any reasonable safety instructions in line with the ADEK School Health and Safety Policy.
- 10) Any other forms of misconduct similar to the above as per the discretion of the Behavioral Management Committee.

### **c. Level Three Offenses:**

- 1) Bullying, intimidation, harassment, and/or abuse of members of the school community, including defaming them on social media.
- 2) Fabrication, falsification of documents and impersonation.
- 3) Academic dishonesty/plagiarism (including copying and reproducing assignments and falsely taking credit for them).
- 4) Leaving the school premises without permission.
- 5) Seizure, destruction, and/or vandalism of school property.
- 6) Setting off or activating the school's fire alarm or fire extinguishers.
- 7) Seizure, destruction, and/or vandalism of the school bus (including all furnishings), including causing harm to the driver, supervisor, and/or other road users.
- 8) Assaulting others in the school, on the bus, or during school activities offsite, without causing injury to the victim.
- 9) Driving a vehicle recklessly inside or around the school premises, and not following the security and safety instructions.
- 10) Capturing, possessing, viewing, or distributing media (audio, images, videos, etc.) of staff and students taken without consent.
- 11) Any other forms of misconduct similar to the above as per the discretion of the Behavioral Management Committee.

**d. Level Four Offenses:**

- 1) Using forms of communication (e.g. social media, digital devices) for unlawful or immoral purposes, or in a manner discrediting the school and members of the school community.
- 2) Possessing, using, or distributing weapons or objects used as weapons (e.g. arms, blades), or their equivalent, on the school premises, on the bus, or during school activities offsite.
- 3) Committing sexual assault (including engaging in sexual harassment) inside the school, on the bus, or during school activities offsite.
- 4) Assaulting others in the school, on the bus, or during school activities offsite, and causing injury to the victim.
- 5) Premeditated theft and/or engaging in its cover-up.
- 6) Capturing, possessing, viewing, or distributing information/media (audio, images, videos, etc.) with unlawful content (e.g. pornography, terrorist/extremist videos).
- 7) Leaking exam questions or engaging in related activities.
- 8) Setting fire to the school premises.
- 9) Insulting political, religious, or social figures in the UAE.
- 10) Using, promoting, possessing, and/or distributing alcohol, narcotics, medical drugs, or psychotropic substances, on the school premises, on the bus, or during school activities offsite.
- 11) Disseminating or promoting culturally inappropriate ideas/beliefs that go against the laws of the UAE with malicious intent, as per the ADEK Cultural Consideration Policy.
- 12) Intrusive and/or illegal digital activity on school IT systems (e.g., hacking into school accounts, installing unauthorized software).
- 13) Trespassing on school premises after school hours.
- 14) Persistent bullying, intimidation, harassment, and / or abuse of members of the school community, including defaming them on social media.
- 15) Any other forms of misconduct similar to the above as per the discretion of the Behavioral Management Committee.

### **Behavioral Management Committee:**

1. The committee consists of a minimum of 4 members representing each cycle.
  - a. The Principal (and/or their delegate).
  - b. A member of the teaching team.
  - c. A member of the social care team (e.g. social worker, counselor, wellbeing lead) or any other member at the school's discretion.
  - d. The Child Protection Coordinator. If this role is filled by a member of the social care team, the committee can consist of just 3 members, if the school chooses.

Accordingly, the behaviour management committee is GES is formed with the following members:

| Sl. No. | Staff Name            | Position                   |
|---------|-----------------------|----------------------------|
| 1       | Mr. Viswanathan Nanoo | Principal                  |
| 2       | Mr. Paul P. Pack      | Vice Principal             |
| 3       | Ms. Meera Viswanathan | Phase 4 Lead (Secondary)   |
| 4       | Mr. Baiju Thomas      | Phase 3 Lead (Senior Boys) |
| 5       | Ms. Kala Kumar        | Pastoral Head (KS2)        |
| 6       | Ms. Vidhya N          | Pastoral Head (KG&KS1)     |
| 7       | Ms. Katrina Nina Yap  | Head of Inclusion          |
| 8       | Ms. Saritha Vinoj     | Student Counselor          |
| 9       | Ms. Fatima Obaid      | Student Welfare Officer    |

2. The committee shall review and discuss student behavioral concerns, provided that disciplinary actions by the committee must be fair and equitable to all students without exception. All disciplinary actions shall be appropriate to the student's age and ability and the severity of the misconduct as per the levels identified.
3. The committee members shall be available to convene at any given time to issue decisions and resolutions, in accordance with the urgency of the situation.

### **Preventive Mechanisms:**

- a. GES shall ensure that their student behaviour policy outlines the mechanisms by which students are offered appropriate opportunities and guidance to identify the motivation behind their actions and rectify any negative behaviors before disciplinary action is taken (see Section 6. Support and Interventions).
- b. Disciplinary Actions: Schools shall ensure that their student behavior policy outlines acceptable disciplinary actions, with descriptions of how each action is to be carried out,

the stakeholders involved, and the internal escalation process.

1. Schools are permitted to use any of the following disciplinary actions, provided they are proportionate, age- appropriate, and in line with Figure 1.

**Staging of Disciplinary Procedures:**

- a. Discussion with the student and/or parents
- b. Formal and recorded meetings with the student and/or parents
- c. Verbal warning
- d. Written warning to parents
- e. Temporary or permanent removal from a class/group, under appropriate supervision (onsite suspension).
- f. Loss of school privileges
- g. Temporary or permanent confiscation of illicit goods or items belonging to the student if inappropriate (e.g., a mobile phone or music player) with a resolution by the Behavioral Management Committee.
- h. Supervised detention during break, lunch, and/or after school (with parental consent)
- i. Supervised restorative community work.
- j. Temporary exclusion of the student from school premises (offsite suspension)
- k. Permanent exclusion of the student from school via the withdrawal/cancellation of their enrolment (expulsion).

**2. Schools are forbidden to use any of the following methods as disciplinary actions:**

- a. Corporal punishment (e.g., the use of physical force as a means of discipline or punishment with the intention of causing bodily pain or discomfort, however slight; in line with the ADEK Student Protection Policy.
- b. Disclosing personal information about a student without their consent (e.g., medical status, financial status, family affairs).
- c. Psychological punishment (e.g., verbal abuse, issuing threats).
- d. Locking a student inside the school premises
- e. Seizing the student's personal belongings without having a resolution by the Behavioral Management Committee.
- f. Lowering or threatening to lower the student's academic grade/score.
- g. Punishing a group for an individual's misconduct.
- h. Imposing additional schoolwork \
- i. Mocking, insulting, or demeaning the student in private or in public.
- j. Preventing the student from using washroom facilities or consuming water and food.
- k. Detention outside of official school hours without parental consent

1) **Disciplinary Procedures:** GES shall ensure that their policies outline clear and staged disciplinary procedures to address student misconduct, in line with Figure 1. Staging of Disciplinary Procedures.

Schools are permitted to practice leniency in issuing disciplinary measures but have a right to implement procedures as per Figure 1. Staging of Disciplinary Procedures. Schools shall use the appropriate guidance and disciplinary actions to encourage students to understand why their behavior is unacceptable and how to behave better in the future. In their response to incidents of

student misconduct, schools shall take into consideration the student's individual circumstances and personalities, including the social, emotional, and psychological factors that may underlie a student's behavior. Managing students' misconduct must be consistent with the following;

1. In all cases of misconduct, the first approach shall always be focused on understanding possible factors contributing to the student's behavior providing related support where possible and reinforcing positive behavior to encourage students to take ownership of their actions (see Section 2. Positive Behavior Model).

| Level of misconduct | Occurrence                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                     | First time                                                                                                                                                                                                      | Second time                                                                                                                                                                                                                                                                                                                           | Third time                                                                                                                                                                                                                                                                                                                                                                                                            | More than three times                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Level 1             | <p>Verbal warning</p> <p>Discuss the expected change in behavior with the student.</p>                                                                                                                          | <p>Written warning</p> <p>Notify the parent in writing about the student's misconduct.</p>                                                                                                                                                                                                                                            | <p>Written warning</p> <p>Notify the parent in writing and hold meeting(s) with them to agree on a reasonable joint home-and-school strategy. The parent is required to sign an undertaking to support the agreed strategy</p>                                                                                                                                                                                        | <p>Written warning</p> <p>Notify the parent in writing and summon the parent together with the Behavioral Management Committee to agree on how to implement a set of strategies aiming at reducing the negative behavior.</p>                                                                                                                                                                                                                                                                                                                                                                                   |
| Level 2             | <p>Written Warning</p> <p>Instruct the student to sign an undertaking not to repeat the offense. Summon the parent, who is required to sign an agreement to support their child in reforming their behavior</p> | <p>Onsite Suspension</p> <p>Temporarily suspend the student up to 2 days and assign the student supervised study assignments. inside the school with a notification to the parent. Notify both the student and the parent of a second written warning. Notify the Behavioral Management Committee to agree to a set of strategies</p> | <p>Onsite Suspension</p> <p>temporarily suspend the student up to 3 days and assign the student supervised study assignments inside the school. Issue a final warning in writing to the student and the parent. Notify the Behavioral Management Committee to agree to a final set of actions for reforming the student's behavior. The parent is required to sign an undertaking to support the agreed strategy.</p> | <p>Expulsion</p> <p>Immediately suspend the student ofsite until the end of the investigation, with a notification to the parent. The Behavioral Management Committee shall evaluate the evidence and agree on a set of final disciplinary actions which may include expulsion. After following the prior steps, if the student continues to repeat the offense, the school is permitted to apply to ADEK to expel the student. In making an application to ADEK, the school shall include evidence that all the prior stages have been followed, including proof of having provided sufficient support and</p> |
|                     |                                                                                                                                                                                                                 | <p>for reforming the student's behavior. The parent is</p>                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>counselling as per their behavior strategy.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|         |                                                                                                                                                                                                                                                                                                                                                       | required to sign an undertaking to support the agreed strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| Level 3 | <p>Onsite suspension</p> <p>Immediately suspend the student inside the school. The Behavioral Management Committee shall evaluate the evidence and determine disciplinary actions. The school shall summon the parent immediately to inform of the disciplinary action and the requirement to sign an undertaking to support the agreed strategy.</p> | <p>Offsite Suspension</p> <p>Immediately suspend the student offsite until the end of the investigation with a notification to the parent. The Behavioral Management Committee shall evaluate the evidence and agree on a set of final disciplinary actions. Provide the student and the parent with a final written warning. Summon the student and the parent to the school to present the Committee’s decision.</p>                                                                                                                                                                                                                         | <p>Expulsion</p> <p>Immediately suspend the student offsite until the end of the investigation with a notification to the parent. The Behavioral Management Committee shall evaluate the evidence and agree on a set of final disciplinary actions which may include expulsion. After following the prior steps, if the student continues to repeat the offense, the school is permitted to apply to ADEK to expel the student. In making an application to ADEK, the school shall include evidence that all the prior stages have been followed, including proof of having provided sufficient counselling as per their behavior strategy. The Behavioral Management Committee shall evaluate the evidence and agree on a set of final disciplinary actions which may include expulsion. After following the prior steps, if the student continues to repeat the offense, the school is permitted to apply to ADEK to expel the student. In making an application to ADEK, the school shall include evidence that all the prior stages have been followed, including proof of having provided sufficient support and counseling as per their behavior strategy.</p> |  |
| Level 4 | <p>Offsite Suspension</p> <p>Immediately suspend the student off site until the end of the investigation with a notification to the parent. The Behavioral Management Committee shall evaluate the evidence and agree on a set of disciplinary actions and a corrective plan.</p>                                                                     | <p>Expulsion</p> <p>Immediately suspend the student offsite until the end of the investigation with a notification to the parent. The Behavioral Management Committee shall evaluate the evidence and agree on a set of final disciplinary actions which may include expulsion. After following the prior steps, if the student continues to repeat the offense, the school is permitted to apply to ADEK to expel the student. In making an application to ADEK, the school shall include evidence that all the prior stages have been followed, including proof of having provided sufficient counseling as per their behavior strategy.</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |

2. Throughout the disciplinary process, school shall monitor, document, and provide students with ongoing support to focus (whether through the school counselor or the in-school specialist) and other forms of support (e.g., social worker), as required, throughout the disciplinary process.

3. School shall deal with misconduct that can be categorized as maltreatment (e.g., physical abuse, bullying, sexual abuse) in line with the maltreatment reporting procedure in the Handling

4. School shall involve law enforcement authorities as appropriate where misconduct is illegal as per the latest applicable laws in the UAE.

5. School shall ensure that, where disciplinary procedures are being exercised in relation to students with additional learning needs, the Head of Inclusion shall be consulted to determine appropriate disciplinary action.

- a. School shall ensure that any underlying special educational needs affecting behavioral regulation are considered in determining appropriate disciplinary action.
- b. School shall develop a Documented Learning Plan (DLP) and/or Risk Assessment to manage instances where students with additional learning needs cannot regulate their behavior in a similar manner to their peers due to an underlying need.
- c. School shall provide sufficient guidance to students to ensure continued learning during supervised detention and/or suspension periods.

6. As there is an obligation to re-enroll all students as per the ADEK School Administrative Affairs policy, where a school fails to re-enroll a student who has faced disciplinary action in the previous year, this is classified as expulsion. Schools shall therefore seek approval from ADEK (see Section 4.9 Approval for Expulsion).

- a. Receiving schools shall not deny admission on the grounds of a student's behavioral history.
- b. Schools shall support students in exercising their right to seek advice and support during suspension or supervised detention.
- c. Schools are not permitted to use misconduct by parents as grounds for disciplinary action against a student.

#### **4.7 Appeals Procedure:**

1. Timelines for the appeal:

- a. To appeal against a school's decision to suspend their child, parents have 1 working day.
- b. To appeal school's decision to expel their child, parents have 10 working days.

2. Modes of appeal( e.g., via email, telephone, or face- to face- meeting).

3. Appeals committee : GES shall form an Appeal committee consisting of different members from the behavior Management Committee and which does not involve the Principal Vice principal or any staff who may have a conflict of interest.

4. Decision of the appeal: Where an appeal has been made and following a review by the persons concerned(e., teacher, social worker, and /or counselor), the school shall issue a final decision (accept or reject) within 2 working days for suspension cases and within 7 working days for expulsion cases and share the decision with the parent.

5. If the school does not respond to the appeal within 3 working days or the parent rejects the school's final decision, the parent shall be entitled to log a complaint to ADEK within 5 working days.

6. ADEK reserves the right to investigate any complaint in conjunction with suspension and expulsion following the school's final decision, but not prior to it, unless the school has not issued its final decision within the timeframe stipulated.

#### **4.8 positive handling**

1. When choosing to restrain a student, all other options shall initially be considered and positive handling shall be the last resort in managing situations. Schools are authorized to use positive handling to protect students, in circumstances such as to prevent students from:
  - a. Leaving the classroom or school premises where allowing the student to leave would risk their safety and/or that of others.
  - b. Injuring themselves and/or others.
  - c. Damaging property.
2. Any response to extreme behavior should be reasonable and proportionate, and conducted with minimal usage of physical force and staff shall consider the risks and carefully consider any vulnerabilities of the student (e.g., vision and hearing impairment, mobility restrictions, mental health needs, and medical conditions). Such conduct shall only be in accordance with the following:
  - a. The student should be in immediate danger of harming themselves and/or others.
  - b. The member of staff should have good grounds for believing this.
  - c. Only the minimum force necessary to prevent injury or damage should be applied.
  - d. Every effort should be made to secure the presence of other staff before positively handling a student, for the purpose of securing assistance or witnesses.
  - e. Once the situation is deemed to be no longer dangerous, the student should be allowed to regain self-control.
2. It is prohibited from using force as a form of punishment, which constitutes maltreatment, in line with the *ADEK Student Protection Policy*. This is considered unlawful.

#### **4.9 Records:**

GES keeps a record of any student misconduct and actions taken by the school including root cause analyses, meetings with concerned stakeholders, intervention measures, observations of student behavioral progress, disciplinary procedures, communications (e.g., written warnings, appeals), etc.

1. Level 1 misconduct shall be recorded only at the class level by the teacher. The misconduct may be added to the student's file or report card where it is repeated, or where escalation is required.
2. Level 2, 3, and 4 misconduct shall be recorded at the school level by the administration. All level 2 (on/offsite suspensions and expulsions), 3, and 4 misconduct shall be reported to ADEK.
3. School, ADEK, and any social care support providers (e.g., social workers, and counselors) shall treat all information about students' behavior as strictly confidential.

#### **4.10 Approval for Expulsion:**

GES shall seek ADEK's approval to expel a student. In making an application to ADEK, and the school would provide evidence that their internal procedures have been adhered to, and these procedures are no stricter than those set out in this policy.

1. At the end of each academic year, GES shall share a list of students at risk of expulsion with ADEK, along with the history of misconduct and all intervention strategies used to deal with the misconduct.

#### **5. Bullying prevention**

GES has a comprehensive policy and the policy would consider the following;

- i. Set out the provisions for educating students and staff on how to identify bullying.
- ii. Establish bullying prevention strategies by developing a school-wide anti-bullying program including recognizing vulnerabilities for students with additional learning needs.
- iii. Clarify steps students should take when confronted with bullying behavior when they are in the position of someone who is being bullied, who is bullying, and who is witnessing the bullying.
- iv. Set out procedures for staff to deal with bullying behavior.
- v. Describe the support and interventions provided by the school for any student identified as a victim or perpetrator of bullying.
- vi. Set out the disciplinary procedures that may be taken to address instances of bullying as per GES misconduct policy.
- vii. Monitoring: schools shall establish systems to track and monitor instances of bullying (including frequency and severity).

#### **6. Absence:**

6.1 GES shall identify students as a "cause of concern" depending on absence rates, in line with ADEK School Administrative Affairs policy.

6.2 Upon identification, GES shall determine if the student is at educational risk, in line with the ADEK School Educational Risk Policy, or as being potential subjects of maltreatment (neglect), in line with the ADEK School Student Protection Policy. Accordingly, GES authorizes to further escalate actions and develop intervention plans, in line with the ADEK School Educational Risk Policy and the ADEK School Student Protection Policy, respectively.

#### **7. Support and interventions**

7.1 GES shall provide appropriate, focused, and supportive student-centric interventions to students who have been identified as either engaging in behaviors of concern, misconduct or deemed to be at risk of engaging in behaviors of concern.

This includes:

1. Needs analysis for causality as well as the extent of need, wherein a tiered model of support response is provided to the student, in line with the *ADEK Inclusion Policy* and *ADEK Educational Risk Policy*.
2. The provision of professional support to address the specific needs of the student, including counseling, in line with the ADEK School Student Mental Health Policy. This support shall involve engagement with parents and other relevant stakeholders (e.g., teachers) where appropriate, as well as ongoing monitoring of student progress.
3. Referral to external specialists to provide intensive, individualized, and long- term support. Where such support is provided, parents shall monitor the student’s progress and periodically update a staff member nominated by the school. The staff member is authorized to share this information with relevant stakeholders on a need basis.

7.2 In cases where student misconduct has been identified, GES shall take disciplinary action as appropriate and in line with the school’s Misconduct Policy and Procedures (see Section 4. Misconduct Policy and Procedures), alongside any interventions.

- 7.3 GES shall ensure that any support and intervention to address a student’s behavior shall not reduce or replace the support available to students with additional learning needs, as outlined in their DLP.

School shall develop and implement referral structures, in line with the ADEK School Student Mental Health Policy.

1. GES shall encourage students and teachers to identify signs of behaviors of concern in students and report them to the school administration via these structures. Where such signs are identified and reported and the school shall inform the student's parents, except in cases where not reporting to parents is in the best interest of the student (such as suspected maltreatment in home settings).

## 8. Searching , Screening, and Confiscation :

Where staff and/or students are at immediate risk, principals and staff delegated by are authorized to search, screen, and/or confiscate a student’s possessions if they have reasonable grounds or cause to suspect that the student may be in possession of an illicit item. Schools are also authorized to use metal detectors and mobile phone jammers, if required.

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