



POLICY TITLE:	Staff Behaviour
DEPARTMENT:	Academics

Policy Contact: School Counselor	Issue Date: 24/03/2024
School: Al Ain Juniors School	Revision Date: 28/06/2027
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Purpose

The purpose of this Student Behaviour Policy is to establish clear expectations and guidelines for student conduct, promote a positive and respectful school environment, and ensure that all students at Al Ain Juniors School, a K-12/FS2 to Year 13 institution affiliated with both the Central Board of Secondary Education (CBSE) and Cambridge International Examinations, demonstrate the highest standards of behaviour. This policy is aligned with the **School Policy on Student Behaviour** issued by the Abu Dhabi Department of Education and Knowledge (ADEK) and is designed to help students develop into responsible, respectful, and compassionate individuals.

Scope

This policy applies to all students enrolled at Al Ain Juniors School from Kindergarten through Grade 12. It governs student conduct both inside and outside the school, including during school events, extracurricular activities, and while travelling to and from school.

Objectives:

- To foster a safe, respectful, and inclusive environment conducive to learning and personal development.
- To set clear and consistent expectations for student behaviour that promote mutual respect and accountability.
- To address any instances of inappropriate behaviour promptly and effectively, promoting positive outcomes for all involved.
- To ensure that students understand their responsibilities as members of the school community and the consequences of their actions.
- To encourage positive and respectful relationships among students, teachers, staff, and the wider school community.



Behaviour Expectations:

Al Ain Juniors School expects all students to uphold the following core values in their behaviour:

- **Respect:** Students are expected to show respect for themselves, their peers, their teachers, and all members of the school community. This includes respecting differences in culture, beliefs, and personal opinions.
- **Responsibility:** Students are expected to take responsibility for their actions, make informed choices, and be accountable for their behaviour, both in school and outside of school.
- **Integrity:** Students are expected to demonstrate honesty, fairness, and ethical conduct in all aspects of their academic, social, and extracurricular activities.
- **Kindness and Compassion:** Students are expected to treat others with kindness and empathy, fostering a supportive and caring environment within the school.
- **Self-discipline:** Students are expected to exhibit self-control, manage their emotions appropriately, and refrain from disruptive behaviour in the classroom, during school activities, or in any school-related context.
- **Safety and Well-being:** Students must ensure that their actions do not endanger the safety or well-being of themselves or others.

Behavioural Expectations in Different Settings:

Classroom Conduct:

In the classroom, students are expected to engage in learning with a positive attitude, actively participate in lessons, listen attentively, and show respect to their peers and teachers. Disruptive behaviour, including but not limited to speaking out of turn, bullying, or disrespectful actions, will not be tolerated.

School Grounds and Facilities:

Students are expected to behave in a manner that maintains the cleanliness, safety, and positive atmosphere of the school grounds. Vandalism, littering, or inappropriate behaviour in communal areas such as the cafeteria, corridors, or restrooms will be addressed.

Extracurricular Activities and Events:

During extracurricular activities, including sports events, field trips, cultural programs, and other school-sponsored events, students must adhere to the same behaviour standards. Participation in extracurricular activities is a privilege, and students must demonstrate responsibility and good conduct while representing the school.

Online Behaviour and Digital Etiquette:

Students are expected to demonstrate responsible and respectful online behaviour in any digital platforms related to the school, such as online learning portals, email communications, and school



social media pages. Cyberbullying, inappropriate comments, or the use of digital platforms to harm others will be subject to disciplinary action.

Discipline and Consequences:

Al Ain Juniors School is committed to addressing student behaviour issues in a fair, consistent, and constructive manner. In cases of inappropriate behaviour, the school will follow a graduated system of discipline, with consideration for the nature of the offence and the individual circumstances of the student involved.

Verbal Warning:

A verbal warning may be issued for minor infractions of school rules. The student will be reminded of the expected behaviour and encouraged to correct their actions.

Written Warning:

A written warning may be issued if the student continues to display disruptive or inappropriate behaviour despite verbal warnings. The student's parents will be informed of the behaviour issue and the need for improvement.

Detention or Loss of Privileges:

For more serious or repeated instances of misconduct, the student may face detention, or the loss of privileges such as participation in extracurricular activities, field trips, or other school events.

Parent-Teacher Conference:

In cases where behaviour problems persist, the school will arrange a meeting with the student's parents and relevant staff members to discuss strategies for improvement and to develop a plan for addressing the behaviour.

Suspension or Expulsion:

In cases of serious misconduct, such as violence, theft, bullying, or repeated and severe disruption, the student may face suspension or expulsion from the school. These actions will be taken only after a thorough investigation and a meeting with the student's parents.

Support for Students with Behavioural Needs:

Al Ain Juniors School recognizes that some students may require additional support to meet behavioural expectations. For students facing challenges with behaviour management, the school will provide tailored interventions, which may include:



Counseling and Guidance:

The school's counselling team will work with students to identify the root causes of behavioural challenges and provide individual or group counseling sessions to address these issues.

Behavioural Intervention Plans:

For students who require additional support, the school may develop an individualized behavioural intervention plan (BIP), outlining specific goals, strategies, and interventions to support the student in improving their behaviour.

Parental Involvement:

The school will work closely with parents or guardians to ensure that there is a collaborative approach to addressing behavioural concerns. Regular meetings with parents will be arranged to track the student's progress and make necessary adjustments to the support plan.

Bullying and Harassment:

Al Ain Juniors School is committed to providing a safe environment where all students feel secure and respected. Any form of bullying, harassment, or discrimination, whether verbal, physical, or cyber, will not be tolerated. The school will take immediate action to address and prevent bullying, including:

Awareness Programs:

Regular workshops and awareness programs will be conducted to educate students about the impact of bullying, the importance of empathy, and how to recognize and report bullying behaviour.

Reporting and Investigation:

Students are encouraged to report any incidents of bullying or harassment to their teachers, school counselors, or administrators. All reports will be investigated thoroughly, and appropriate actions will be taken to ensure the safety and well-being of all involved.

Positive Behaviour Reinforcement:

Al Ain Juniors School will encourage positive student behaviour through recognition and rewards. Students who consistently demonstrate positive conduct, leadership, responsibility, and respect will be acknowledged through various means such as:

- **Awards and Certificates:**

Recognition through certificates, awards, or public acknowledgment during school events or assemblies.



- **Student of the Month/Term:**

A "Student of the Month/Term" award to recognize students who exemplify the school's values in their daily behaviour.

- **Privileges and Responsibilities:**

Students who consistently demonstrate positive behaviour may be given leadership roles or special privileges, such as being a class monitor or participating in school activities.

Policy Review:

This policy will be reviewed annually to ensure that it remains effective and in alignment with best practices for promoting positive behaviour. Feedback from students, staff, and parents will be considered in the review process, and adjustments will be made as needed.

Version no.	Description of change	Owner	Date of Issue
1.0	Adoption of Policy	Principal	24.3.2024
2.0	Significant changes to align more closely ADEK School Policy On Cultural Consideration	HR	24.6.2024
3.0	Review	HR	8.3.2025