

BEHAVIOR POLICY

1.0 Objectives

The objective of this document is to describe the behavior policy

2.0 Scope

This process applies to GIIS Dubai.

3.0 Policies

GIIS Dubai is committed to providing a safe and supportive learning environment that complies with UAE laws and regulations and adheres to the guidelines set forth by the Knowledge and Human Development Authority (KHDA). This policy outlines our approach to discipline and punishment within the context of UAE educational standards.

1. Prohibition of Physical/Corporal Punishment:

- a. GIIS Dubai strictly prohibits the use of physical or corporal punishment, in accordance with UAE Federal Law No. 10 of 2018 on Child Rights and KHDA guidelines. Physical harm, including hitting, spanking, paddling, or any form of physical discipline, is strictly prohibited.
- b. Any staff member found to have engaged in physical or corporal punishment will face immediate disciplinary action, which may include suspension, termination, or legal consequences, in compliance with UAE law.

2. Prohibition of Psychological Punishment:

- a. GIIS Dubai also prohibits any form of psychological punishment, in line with UAE Federal Law No. 10 of 2018 and KHDA guidelines. Psychological punishment includes verbal abuse, humiliation, intimidation, or any behavior that causes emotional distress.
- b. Staff members found guilty of engaging in psychological punishment will face appropriate disciplinary measures in accordance with UAE law.

3. Positive Discipline and Conflict Resolution:

- a. We believe in promoting positive discipline techniques and conflict resolution strategies that align with UAE values and principles. These methods emphasize teaching students how to manage their behavior, make responsible choices, and resolve conflicts peacefully.
- b. Staff members are encouraged to use non-punitive approaches, such as counseling, peer mediation, time-outs, and discussions, to address behavioral issues and conflicts in compliance with UAE law.

4. Reporting Procedures:

- a. All members of the school community are encouraged to promptly report any incidents of prohibited disciplinary actions to the designated school authority.
 1. Principal
 2. School Counselor

3. Academic Supervisors

4. The school follows a **Behavior Consequence Ladder** that clearly outlines behavioral expectations for students, along with the corresponding consequences.

b. Reports will be treated confidentially, and investigations will be conducted to ensure compliance with UAE laws and KHDA regulations.

5. Training and Awareness:

a. GIIS Dubai is committed to providing ongoing training and awareness programs for staff, parents, and students to ensure compliance with UAE laws and KHDA guidelines and promote a safe and supportive school environment.

6. Review and Revision:

a. This policy will be reviewed periodically to ensure its continued alignment with UAE laws, KHDA regulations, and the principles of a safe and supportive learning environment.

Conclusion:

GIIS Dubai is dedicated to fostering a culture of respect, understanding, and compliance with UAE laws and KHDA guidelines among all members of our school community. We believe that a nurturing and non-punitive approach to discipline is essential for the holistic development of our students and the well-being of our staff.

This policy serves as a commitment to these principles, and we expect all members of our school community to adhere to it fully, in accordance with UAE law

Members of review Committee:

1. Acting Principal
2. Guidance Counselor
3. SENCO, Head of Inclusion
4. Kindergarten Supervisor (Gr KG-2)
5. Primary Supervisor (Gr 3-5)
6. Middle School Supervisor (Gr 6-8)
7. Supervisor (Gr 9-10)
8. Deputy Supervisor (Gr 11-12)

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