



RUGBY SCHOOL THAILAND



POSITIVE BEHAVIOUR POLICY

THE WHOLE PERSON THE WHOLE POINT

The health, safety and well-being of young people are of paramount importance to all the adults who work at Rugby School Thailand. Children have the right to protection, regardless of age, gender, race, culture, sexual orientation, or disability. They have a right to be safe in our school. Members of staff in the school have a legal and moral obligation to safeguard and promote the welfare of the pupils, taking all reasonable steps to protect them from harm whether from physical injury, abuse, neglect, emotional harm or from anything that interferes with their general development.

Version Control

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Legislation or other requirements:	

Review process

Policy review frequency: Annually or as required	Responsibility for review: Deputy Heads Pastoral
Review process: <ol style="list-style-type: none"> 1. Conduct policy review. <ol style="list-style-type: none"> I. Modification will be made where appropriate. II. Submit for review and approval by the relevant Governors' sub-committee. 	
Documentation and communication: Document decision changes will be written in as addition and approved via SLT. There will be an update on the Version Number of the Document.	

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1. POLICY STATUS

- 1.1. This policy applies to all students/children of Rugby School Thailand. The SLT expects all teachers to adhere to this policy in order to establish consistent attitudes to learning and behaviour by students.

Aim

- 1.2. As part of a comprehensive and positive behaviour management programme, and bearing in mind the dispositions required of Rugby School Thailand learners, this policy aims to lay out appropriate positive behaviour measures that are to be applied by all staff. The goal is to encourage all students to behave in a manner that is conducive to the common good and encourages all learners in the community to thrive and achieve their potential. The aim of this policy is to develop self-discipline amongst our learners. At all times, students are expected to accept responsibility for their actions and behaviour. The focus should be on making students aware of the consequences of their actions by rewarding them for good behaviour and judiciously using approved sanctions for inappropriate behaviour. Discipline is a learning process, which must have its roots in caring for each student. Hence discipline must seek to target a student's actions and not their personality. It should ascribe to each dignity and respect if the process is to be effective.
- 1.3. The rules of RST are clear, simple and few, incorporating respect for a person's rights and the property of others and a focus on kindness. Staff must ensure that each student has a clear understanding of the expectations of behaviour and effort in their classes.
- 1.4. Students at the School have rights and responsibilities and the infringement of others' rights, or failure to meet responsibilities, will have proportionate consequences.
- 1.5. Members of staff are encouraged to be responsible for the discipline of the students in their care rather than relying in the first instance on line managers.
- 1.6. Rugby School Thailand actively opposes any form of corporal punishment and does not in any way sanction the administering of corporal punishment by non-School persons, including parents, to enforce any form of discipline. Any incidents of alleged corporal punishment will be investigated as serious safeguarding concerns.

Objectives

- 1.7. This policy aims to:
 - Provide a consistent approach to behaviour management.
 - Through the Guidelines and other documents across the School, we outline how students are expected to behave and the character strengths the School aims to develop.
 - Define misbehaviour and discrimination against people with protected characteristics as defined in the UK Equality Act 2010: sex, gender, sexual orientation, race, religion, disability, marital status.
 - Outline our system of rewards and sanctions

- 1.8. The policy refers to, or is related to, other School policies which can be found on the School's website.
- Anti-Bullying
 - Permanent Exclusion
 - Unsanctioned Substance

2. REWARDS

Try

- 2.1. Tries are awarded for good work, good academic effort, any positive behavioural or enrichment reason. The standard is relative, not absolute and in accordance with meeting the Learner Profile characteristics. Therefore, all students should be able to achieve tries regardless of their position in any hierarchy. All teaching staff are expected to award tries. Tries may be awarded for impressive, one-off effort, absolute attainment, relative attainment or accumulated effort over time. Staff should give more tries than penalties.

Distinction

- 2.2. Recommended by a teacher for an outstanding piece of academic work, outstanding behaviour or outstanding contribution to the Enrichment programme.

Prize

- 2.3. Prizes are awarded annually on Speech Day to reflect outstanding performance or effort over the course of a year in Prep and Senior. In Pre-Prep there is a fortnightly achievement assembly based on the Rugby learner profiles.

Informal Rewards

- 2.4. Positive language and positive reinforcement is in the Rugby DNA, alongside kindness, which is always considered key. We are looking to promote positive behaviours, choices, upholding and demonstrating our Rugby Learner Profile, never humiliating or leaving a young person in a place of shame following a poor behaviour choice.

Good News

- 2.5. All staff report 'Good News' via the iSAMS Reward and Conduct module in order to generate an effective flow of information for Tutors, Houseparents / Heads of Year.

3. SANCTIONS

Penalty

- 3.1. Issued for poor conduct, inadequate academic work, poor attitude to learning or other misdemeanours. Three penalties in a half-term lead to a detention. Once the teacher has set the penalty, they should record it on iSAMS.
- 3.2. Any student who receives a Penalty will be expected to speak to their Tutor at the earliest opportunity. This will precipitate a discussion of the reason for the sanction and also allow the student to explore methods of improvement.
- 3.3. In the Pre-Prep there are consistent reminders of expected behaviours using makaton, picture cards and phrases such as 'no thank you', 'gentle hands', 'walking feet' etc. which are linked to the 'Koala Way'.

4. DETENTION (PREP AND SENIOR ONLY)

- 4.1. A detention will be issued to any student who has received three Penalties in any half term and/or other issues that warrant a higher sanction than a Penalty, although this should be rare. As always, staff will use their judgement here and are reminded that they are responsible for the performance and good conduct of the students in their care; shifting responsibility by using a detention without first going through the proper processes will be less effective. A behaviour reflection form may be issued for completion whilst in detention. If a member of staff wishes to put a student in detention, they should contact the students' HoY / Houseparent. Parents will generally receive an email notification informing them that their child has been placed in detention. If a student receives three detentions in one term, or if there is cause to consider further sanctions, the option of an 'after School' or weekend detention will be considered.

5. GATING, INTERNAL SUSPENSION / SUSPENSION AND PERMANENT EXCLUSION

Gating (Boarders only)

- 5.1. This is determined and administered by the Boarding Houseparent. A student who is gated will lose their free time for the duration of the gating.

Internal Suspension / External Suspension

- 5.2. This is determined by the Deputy Head / Head and Head of Year / Houseparent.
- 5.3. A student who is internally suspended will be removed from normal School routine for a period of time and will remain under the supervision of a member of SMT or a HoY.
- 5.4. A student who is externally suspended will not be allowed on the School campus for a period of time, as agreed with the Head.

Example Sanctions

5.5. In all cases it is best practice to record the sanction on iSAMS > Concern or iSAMS > Reward and Conduct. All students at Rugby School Thailand are generally very well behaved; in cases of misbehaviour, the scale of sanctions below may be followed. This is by no means an exhaustive list nor is it prescriptive by nature.

Example Behaviour	Action options	Communication with parent / carer
Consistently: <ul style="list-style-type: none"> ● Late to class ● Prep not handed in ● Work not completed to the expected standard ● Incorrect uniform/appearance 	<ul style="list-style-type: none"> ● Penalty ● Concern 	<ul style="list-style-type: none"> ● Where needed, by Tutor
<ul style="list-style-type: none"> ● Inappropriate use of personal devices 	<ul style="list-style-type: none"> ● Penalty ● Concern ● Confiscation 	<ul style="list-style-type: none"> ● Where needed, by Tutor
<ul style="list-style-type: none"> ● Repeated incidents of examples above ● Misbehaviour that disrupts others' learning 	<ul style="list-style-type: none"> ● Penalty ● Concern ● Confiscation 	<ul style="list-style-type: none"> ● Parent/carer contacted by Tutor
<ul style="list-style-type: none"> ● Repeated or escalated behaviours of examples above ● Deliberately harmful behaviour 	<ul style="list-style-type: none"> ● Penalty ● Detention ● Concern ● Meeting with Head of Year / Deputy Head 	<ul style="list-style-type: none"> ● Parent/carer contacted by Head of Year/Houseparent ● Face-to-face or online meeting with parent/carer where possible

5.6. Our sanctions are an escalating system to reflect our desire for the students to learn from their mistakes.

1. Long term behaviour improvement

1.1. Support of students' behaviour and reinforcement of positive examples are crucial to all that we do at School. Some students may require additional support and longer-term interventions. Some tools to use for these students include:

- **Report Cards** are an effective way to monitor and encourage positive behaviour from those students who have extended problems in areas of School life.
- **Staged Intervention** is an effective system for communication with parents over continued problems that a student might be having at School, and for dealing with that student appropriately.

2. Prohibited items

2.1. The School deems the following to be "prohibited items" in accordance with the *Education Act* and *Schools (Specification and Disposal of Articles) Regulations*:

- knives or weapons, alcohol, illegal drugs and stolen items;
- tobacco and cigarette papers (including e-cigarettes / vapes), fireworks and pornographic images;
- any article that a member of staff reasonably suspects has been (or is likely to be) used: to commit an offence or to cause personal injury to, or damage to the property of, any person (including the student) and any item banned by the School's 'Guidelines' or the 'Unsanctioned Substance Policy'.

3. Searching with consent

- 3.1. The student will usually be asked to consent before any search is undertaken. The age, maturity and any special needs of the student will be taken into account when considering their ability to consent. Written consent will not usually be required.
- 3.2. If the student refuses, disciplinary action may be taken in accordance with the School's policies.

4. Searching for prohibited items

- 4.1. Where the Head or an authorised member of staff have reasonable grounds to suspect that a student may have a prohibited item, no consent is required and the search will be carried out. The Head or an authorised member of staff can carry out searches and retain or dispose of items in accordance with this policy. Searches will be carried out on School premises or where the member of staff has lawful control or charge of the student, for example on a School trip.
- 4.2. If there are reasonable grounds for suspecting that a student has a prohibited item, it may be appropriate for a member of staff to carry out:

- a search of clothing;
 - a search of School property (for example a room in a house, a locker or a desk);
 - a search of personal property (for example a bag or pencil case).
- 4.3. Searches will be conducted in a manner that minimises embarrassment or distress. Unless the circumstances are immediately dangerous, searches will be carried out in the presence of another member of staff. Where possible, the searcher and the second member of staff present will be the same gender as the student. Where it is reasonably believed that serious harm may be caused to a person if the search is not immediately carried out, a member of staff may carry out a search of a student of the opposite sex and/or in the absence of another staff member. Where authorised staff find anything which they have reasonable grounds for suspecting is a prohibited item, they may seize, retain and dispose of that item in accordance with this policy.
- 4.4. There is no legal requirement for the School to inform parents before a search takes place or to seek their consent, and it is not generally practical to do so.

5. Confiscation

- 5.1. Under the School's general power to discipline, a member of staff may confiscate, retain or dispose of a student's property as a disciplinary penalty where it is reasonable to do so. Confiscation may take place whether or not a student has consented to a search. In appropriate cases, the School may consult parents about certain items that shall be disposed of. The School does not accept responsibility for loss or damage to property (unless negligent or guilty of some other wrongdoing causing injury, loss or damage).

6. Pornographic images

- 6.1. These will be handed to the police as soon as practicable if images involve children or constitute "extreme pornography" under section 63 of the Criminal Justice and Immigration Act. As possession of such images may indicate that the student has been abused, the DSL will also be notified, and the matter may be referred to an external agency.
- 6.2. Staff who discover these should discuss them with the DSL if they do not constitute "extreme pornography". The images may then be passed to the police for consideration of any further action. If no action is taken, the images will be erased after a note confirming the nature of the material has been made for disciplinary purposes.
- 6.3. Articles used to commit an offence may be delivered to the police, returned to the owner, retained or disposed of at the authorised staff member's discretion.
- 6.4. Electronic devices may be searched and erased if there is good reason to suspect that the device can (or has) been used to cause harm or break School rules. Alternatively, the member of staff may retain it as evidence of a breach of School discipline or a criminal offence and may hand it over to the police for investigation. Where devices are used to disrupt teaching, the device may be collected by a parent and the student will be prohibited from bringing any device onto School premises or on School trips.