



AL KAUTHAR
ACADEMY

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Policy for Positive Discipline

(Behaviour Management Policy)

2023 - 2024

Reviewed July 2023

Next review: July 2024

Islamic Ethos at Al Kauthar Girls Academy

Good manners (Adab) and honourable behaviour are a fundamental part of our Islamic faith and the Islamic ethos at Al Kauthar Academy. Outside of Aqeedah and Fiqh, Adab is one of the most significant parts of Islam to study and integrate into our daily lives. At Al Kauthar Academy we aim to encourage all students to adhere to the Islamic ethos and behaviour policy to perfect their behaviour, their character, their British Values, and their morals.

Hadith related to the virtues of good manners and behaviour:

1. The messenger (peace be upon him) said, "Nothing is heavier on the Scale of Deeds than one's good manners." (Saheeh Al-Bukhari)
2. "The most beloved of Allah's slaves to Allah are those with the best manners." (At-Tabrani)
3. "A person may attain through good manners the same level of virtue as those who spend their nights in prayer." (Saheeh Al-Bukhari)
4. 'The best among you in Islam are those with the best manners,' (Saheeh Bukhari)
5. When asked about the definition of righteousness, the Prophet (peace be upon him) replied, "Righteousness is good character," (Saheeh Bukhari)

These hadiths should serve as a strong reminder to each of us to treat each other well. Whether it be our parents, teachers, children, neighbours, or peers, we should treat each person with the best of manners.

Good character is one of the paths to Paradise in Islam. This does not mean that a person who has good character will entire Paradise if they ignore the obligations of Islam. Rather, someone who fulfils their obligations to Allah and treats people well is on the path to Paradise.

May Allah make use from among the people of manners and Paradise.

Practicing good behaviour is a key aspect of good manners. Therefore, at Al Kauthar Academy, we thrive to reinforce students to display good behaviour enabling them to prosper in their education, their character and their core morals and principles in becoming respectable young British Citizens.

Approach to behaviour

At Al Kauthar Academy, we ensure that high standards and expectations of good behaviour infuse all aspects of school life including the culture, Islamic ethos, values of the school, how pupils are taught and encouraged to behave, the response to misbehaviour and the relationships between staff, pupils, and parents.

Our approach to behaviour is easily apparent to anyone joining or visiting the school. Everyone should treat one another with dignity, kindness, and respect. The consistent and fair implementation of the measures outlined in the behaviour policy is central to our effective whole-school approach to behaviour.

Consistent implementation helps to create a predictable environment. Some pupils may require additional support to meet our school's behaviour expectations. This support is given consistently and predictably, applied fairly and only where necessary. By having simple, clear, and well communicated expectations of behaviour and providing staff with bespoke training on the needs of the pupils at the school, behaviour can be managed consistently so that both pupils and staff can thrive, achieve, and build positive relationships based on predictability, fairness, and trust.

Students are expected to follow standard behaviour in lessons and around school to maximise their learning in a safe and friendly environment. Pupils exemplifying exceptional behaviour and work will be rewarded and given merits. Whilst positive behaviour is rewarded, sanctions are also in place for negative behaviour. If pupils are not following procedures, the behaviour pyramid will be followed.

Responding to good behaviour

Recognition and Positive Reinforcement

Acknowledging good behaviour encourages repetition and communicates the school community's expectations and values to all students. At Al Kauthar Academy, the use of positive recognition and rewards provides an opportunity for all staff to reinforce the school's culture and Islamic ethos. Positive reinforcements and rewards will be applied clearly and fairly to reinforce the routines, expectations, and norms of our school's behaviour culture.

Students will be rewarded according to their behaviour, achievements, efforts, progress, and many other aspects of their development throughout their time at school. Examples of rewards include:

- Verbal praise by teachers and members of the senior leading team (SLT)
- Merits (Linked to the School's Rewards Monopoly Board)
- Communicating praise to parents via phone call or written correspondence (Post Cards)
- Certificates
- Prize ceremonies or special assemblies

- Positions of responsibility, such as prefect status or being entrusted with a particular decision or project
- Whole-class or year group rewards, such as a popular activity.
- Rewards Trips
- Lucky Dips
- Vouchers
- Breakfast Mornings with SLT

Responding to unacceptable behaviour

At Al Kauthar Academy, staff members will respond predictably, promptly, and assertively in accordance with the school behaviour policy when they are aware of misbehaviour.

All staff members have been trained to immediately ensure the safety of pupils and staff and to restore a calm environment. It is important that staff at Al Kauthar Academy respond in a consistent, fair, and proportionate manner so students know with certainty that misbehaviour will always be addressed.

The aims of any response to misbehaviour is to maintain the culture of the school, restore a calm and safe environment in which all pupils can learn and thrive, and prevent the recurrence of misbehaviour. To achieve these aims, a response to behaviour may have various purposes. These include:

a) **Prevention:** sanctions can often be effective deterrents for a specific student or a general deterrent for all students at Al Kauthar Academy.

b) **Protection:** keeping students safe is a legal duty of all staff. A protective measure in response to inappropriate behaviour, for example, removing a student from a lesson, may be immediate or after assessment of risk.

c) **Improvement:** to support students to understand and meet the behaviour expectations of Al Kauthar Academy and reengage in meaningful education. Students will test boundaries, may find their emotions difficult to manage, or may have misinterpreted the rules. We aim to ensure that all students are supported to understand and comply with the schools' rules and behaviour policy. This may be via sanctions, reflective conversations, or targeted pastoral support

Where appropriate, staff should take account of any contributing factors that are identified after a behaviour incident has occurred: for example, if the pupil has suffered bereavement, experienced abuse or neglect, has mental health needs, has been subject to bullying, has needs including SEND (including any not previously identified), has been subject to criminal exploitation, or is experiencing significant challenges at home.

At Al Kauthar Academy, we have included a range of possible sanctions clearly communicated to and understood by students, staff, and parents. All students must comply with the behaviour policy and ensure that they follow all rules and meet all expectations. If students fail to behave accordingly then teachers and staff must act promptly, always conferring to the behaviour pyramid and policy.

Behaviour Policy Pyramid



Warning	First time pupil breaks a classroom rule, planner is taken as a warning
Demerit	The second time a rule is broken, a demerit is given in planner
Second Demerit	Third offence will result in another demerit in the planner
Detention	A fourth repeat of an offence OR 5 Demerits will result in detention
Severe	This is a referral to the behaviour manager and is serious ON CALL
Parent Meeting Report Card	If behaviour is continuous, a parent meeting will be held and pupil is placed on Stage 1 Report Card
Isolation	Any repeat offences or loss of report card result in isolation
Stage 2 Report Card	If behaviour has still not improved after the isolation and stage 1 report card, pupil is placed on to a Stage 2 Report Card.
Instant Isolation	Any offence while on stage 2 report card results in immediate isolation
Stage 3 Report Card	Further behaviour issues, result in a second parent meeting, and pupil is placed on a Stage 3 Report Card
EX: Exclusion	Permanent Exclusion will result for pupils when behaviour shows no improvement at this stage.

In Class

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| Warning | <ul style="list-style-type: none">• Unacceptable behaviour will result in a verbal warning and the removal of the students' planner from their desk. (First offense) |
| Demerit | <ul style="list-style-type: none">• If behaviour does not improve, the student will be given a demerit in their planner. (Second offense) |
| Second Demerit | <ul style="list-style-type: none">• Continued unacceptable behaviour will result in a second demerit in the planner. (Third offense) |
| Detention | <ul style="list-style-type: none">• Another repeat of an offence during the same lesson will result in a detention. (Fourth offense) |
| On Call | <ul style="list-style-type: none">• If a student continues to misbehave in the same lesson and/or throughout the day OR portrays severe negative behaviour issues, they will be referred to the senior on-call member of the team.• The student will be expected to remain in isolation until behaviour manager/Headteacher has dealt with the matter. |

Detentions

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| Detentions | <ul style="list-style-type: none">• A fourth repeat of an offence in the same lesson will result in a direct detention.• Detentions run on every Monday and Tuesday, and the detention will be issued for the first available date after the student reaches 5 demerits OR has received a direct detention for continuous unacceptable behaviour during the same lesson.• Detentions will last a duration of 50 minutes, from 3:10pm to 4:00pm.• THREE consecutive detentions in a mid-term result in a parents meeting followed by stage 1 report card.• If a detention is missed, the student must serve two 50-minute detentions.• If the second detention is also unattended, student will serve a total of three consecutive 50-minute detentions.• If the student chooses not to attend any detentions, without a valid excuse and confirmation, parents will receive a phone call in regards to the students' behaviour report and the serious actions that will be taken.• The student must remain in isolation for 3 days alongside attending all detentions missed.• If a student continues to un-attend the detentions, they will not be permitted to enter school until parents have attended a progress meeting.• Any counterfeit activity in planners may also result in a direct detention.• If a student cannot attend a detention for any reason, (such as having a session 6 lesson or intervention), it is their responsibility to contact their head of year, before the end of the day, to ask for |
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the detention to be rearranged for the following day. Failure to do this will be treated as non-attendance and escalated to Stage 2.

- If a student cannot attend a detention due to commitments outside school, confirmation from the parent/carer must be submitted to the head behaviour management, who will rearrange the detention for the following day.

Parent Meeting

- If behaviour is continuous, a parent meeting will be held and the student will be placed onto the Stage 1 Report Card.
- Parents and students must comply with the Al Kauthar Behaviour Policy in the meeting.

Stage 1 Report Card

- A student who has received 3 consecutive detentions in a mid-term will be placed on to stage 1 report card.
- At Stage 1, students must comply with the behaviour policy and the report card must be signed after each lesson by the subject teacher.
- Stage 1 Report card must also be signed by parents and by a member of the senior leading team (SLT).
- If a student continuously fails to meet expected targets on stage 1 report card, then she will be upscaled to a stage 2 report card.

Isolation

- Any repeat offence whilst on report or loss of report card will result in a break and/or lunch-time isolation.
- Depending on the severity of the offence, student may also be placed in isolation for the day. Work will be provided.

Stage 2 Report Card

- A phone call home must be made by a behaviour manager/headteacher regarding students' offensive behaviour.
- The student will remain in isolation until stage 2 report card begins (number of days can vary according to the behaviour of the student)
- A Stage 2 report card consists of consistent break and lunch time detentions.
- Continuous misconduct whilst on Stage 2 Report will result in immediate suspension from the school until a meeting has been attended by a parent.
- After a meeting the student will be upscaled to the Stage 3 Report Card.

Instant Isolation

- Any offence in a lesson while on stage 2 report card will result in immediate isolation during that lesson.
- Students must be provided with classwork during their isolation.

Stage 3 Report Card

- The stage 3 report card includes breaktime and lunch time isolation.

- A SINGLE demerit during lessons will result in isolation for the remaining part of the day with a member of the senior leadership team (SLT).
- Classwork will be provided to the student for all subjects during isolation.
- At Stage 3, this is the final opportunity for students to show that they are willing to submit to the Al Kauthar Academy Behaviour Policy.

EX: Exclusion

- Students who choose not to comply with Al Kauthar behaviour policy will be dealt with extremely seriously.
- Failure to conform with the policy could result in permanent exclusion from Al Kauthar Academy.

***Note** – Any severe behaviour incidents will result in immediate detention. Five demerits in a half term also result in a detention. If detention is missed, you must serve two detentions.

Reasons for Demerits

E – Equipment missing

H – Homework missing

L – Late

U – Uniform

O- Other (Specify reason in planners)

S – Social Misconduct

A member of Leadership Team will be on duty, throughout the day, to deal with any emergencies that cannot be resolved through normal procedures, and could impact on the health and safety of others in the school.

Isolations During Isolations, Students MUST comply to all the rules. If any rules are breached, student will face further consequences.

Isolation rules are as follows: -

Students MUST NOT communicate

Students MUST NOT leave their seats

Students MUST NOT rest head on desk

Students MUST NOT turn around

Students MUST remain on task and complete any work that has been set

Students MUST behave appropriately throughout the session

Around School

We expect all students to portray acceptable behaviour around school. If behaviour does not comply with the school policy, students will be given a consequence.

Lack of response will result in a demerit being issued in the planners. Serious breaches of the school rules or code of conduct will be investigated and sanctions will be personalised depending on the severity of the misconduct displayed. This could include isolation, fixed-term exclusions, or permanent exclusions.

Inappropriate Language

Inappropriate language around school will not be tolerated in accordance to our Islamic Ethos and behaviour policy. Any student overheard using offensive, foul, or inappropriate language (including swearing or homophobic/racist comments) will receive a demerit. Serious concerns will be referred to the relevant member of the Senior leadership team (SLT) who may contact parents or escalate the sanction given, if deemed necessary. Should any behaviour in school be deemed a hate crime, the police will be involved.

Confiscation

School staff have the authority to confiscate, and retain, any item a student brings in to school that is not permitted or deemed as dangerous/illegal.

Items of significant value, that are not illegal or dangerous, will be confiscated and retained in the school safe. Only a parent/carer can collect these items, on the last day of the half term during which it was confiscated.

Items considered illegal or dangerous will be handed over to the Police.

Energy drinks are not conducive to learning and, as such, not permitted in school. Any energy drink, or drink containing excessive sugar content (more than 10g per 100ml), brought into school will be confiscated and disposed of.

Acrylic or false nails are not permitted in school for religious, health and safety reasons. Nails must be filed to a sensible length. Students can be asked to remove false nails which will be confiscated and retained in the school safe.

According to our Islamic Ethos and uniform Policy, makeup is not to be worn whilst on school premises. Any type of makeup will be confiscated and retained until the end of the day.

After School

All students are expected to have left the building by 3.10pm. Exceptions to this are students attending detention, after-school clubs/activities, revision lessons or intervention class.