







Title: **Policy for Managing Student Behaviour in
QatarEnergy Schools**

Status: **Current**

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Department	Prepared by		Reviewed by	Approved by
Human Capital Education				 Digitally signed by ABDULAZIZ MOHAMMED A E AL-MANNAI Date: 2022.04.18 11:54:18 +03'00'
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*“Our vision is for our students to be high achieving, healthy and happy individuals,
well prepared to take their place as global citizens and leaders of the future.”*

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FOREWORD

This document has been developed by the Education Section (VHE) of the Human Capital Directorate (VH) and circulated for review by stakeholders before endorsement for use by the Executive Vice President (EVP) for Human Capital.

This document is published for use by the Education Section of the Human Capital Directorate. This policy is an operational/business level policy which is aligned with The Qatar National Vision 2030 and also supports the QatarEnergy values. This policy document is to be read in conjunction with the Procedure Document for Managing Behaviour in QatarEnergy Schools.

This document in its present form reflects, as far as possible, the current corporate requirements.

This document is subjected to periodic review to re-affirm its adequacy or to conform to any changes in the corporate requirements or to include new developments on its subject matter.

All comments/views, recommendations etc. regarding this document should be forwarded to the Head, Education Section.

POLICY STATEMENT

In order for our students to achieve their full potential and to become global citizens and leaders of the future, it is important that all are aware of both QatarEnergy Values and the need to embody these values in all that we do. We expect all our students to demonstrate these values and to show the very best learning behaviours at all times, this includes to their peers, staff and within the wider community.

1. PURPOSE

- 1.1 The main purpose of this policy is to ensure that there is a consistent approach to behaviour management across QatarEnergy Schools and that issues such as bullying are dealt with quickly and efficiently in order to ensure students feel safe and secure.
- 1.2 The policy and procedure documentation will define what is considered unacceptable behaviour and how this is to be addressed.
- 1.3 The policy and procedure documentation will clearly outline the school's expectations around behaviour and that this is clearly communicated to students and their parents.
- 1.4 The policy and procedure documentation will summarise the roles and responsibilities of staff within the school who have responsibility with regard to behaviour management.
- 1.5 The procedure documentation for each school will outline the system of rewards and sanctions that are in place to ensure consistent behaviour management.

2. SCOPE

- 2.1 This Policy applies to QatarEnergy schools and as such includes all students regardless of age. It is acknowledged that rewards and sanctions will vary according to the age range of students, however a consistent approach to behaviour management will be shared across the schools.
- 2.2 This policy defines bullying as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

This type of action will not be tolerated and sanctions will be imposed with regard to the perpetrators.

- 2.3 The management of 'cyber-bullying' is also within the scope of this policy and procedure. This is defined as bullying that takes place online, such as through social networking sites, messaging apps or gaming sites.
- 2.4 This Policy does not provide for the resolution of bullying issues brought forward by Staff Members. Such issues shall be dealt with through the HR Staffing Grievance Policy.

3. DEFINITIONS/ABBREVIATIONS

QatarEnergy Schools	- Dukhan English School, Mesaieed International School
Senior Leaders	- Members of the Senior Management Team of QatarEnergy schools
Head of School	- Head of a QatarEnergy Primary or Secondary School
Staff Member	- Any employee of QatarEnergy schools
Principal	- Principal of a QatarEnergy school
Emotional bullying	- Being unfriendly, excluding, tormenting
Physical bullying	- Hitting, kicking, taking another's belongings, any use of violence
Racial bullying	- Racial taunts, graffiti, gestures
Sexual bullying	- Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention or inappropriate touching

4. RESPONSIBILITIES

4.1 Principals and Senior Leaders

Principals and Senior Leaders are responsible for ensuring that the procedures outlined in this policy are followed appropriately and fairly with due regard to the values of mutual respect outlined within the QatarEnergy values. The Principal will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

4.2 Staff Members

Staff are responsible for:

- Implementing the behaviour policy consistently
- Modelling positive behaviour
- Providing a personalised approach to the specific behavioural needs of particular students
- Recording behaviour incidents (see Procedure document)

4.3 Parents

Parents are expected to:

- Support their child in adhering to the school's code of conduct
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the appropriate member of staff in a prompt and informative manner

5. COMPLIANCE

Any matters concerning the implementation of this Policy in any particular school should be raised with the Principal with a view to reaching a mutually workable solution. Any matters of non-compliance should be raised with the Head of Education.