TeamTeach

Department of Education & Knowledge

STUDENT BEHAVIOR POLICY

Supporting you to ensure successful policy compliance



Welcome

Supporting student behavior effectively is key to creating a positive and productive school environment.

This guide is here to help you understand the requirements of the Department of Education and Knowledge's (ADEK) Student Behavior Policy. You'll find clear explanations and practical steps for each section of the policy, making it easier for you to see exactly what needs to be done to work towards compliance. By breaking everything down into manageable parts, this guide will help you feel confident in addressing the policy's requirements.

We'll also show you how Team Teach training can support you in implementing the policy effectively. With our focus on positive behavioral strategies, conflict de-escalation techniques, and tools for providing effective support, Team Teach can help you foster a safe and respectful learning environment in your school.

Whether you're still in the early stages of meeting the policy requirements, or looking for ways to strengthen your approach, this guide will give you the support you need to meet ADEK's expectations while prioritising the wellbeing and growth of your students and the needs of your staff team.

Department of Education & Knowledge Student Behavior Policy

1. Student Behavior Policy

1.1 Implementing a student behavior policy
1.2 Annual review of student behavior policy
1.3 Communicating the student behavior policy

Actions required:

- Have a student behavior policy in place
- Implement an annual review process showing the effectiveness of the policy
- Ensure the policy is understood throughout the school community
- Share the policy with parents and ensure they have acknowledged it

How Team Teach training can support with developing a student behavior policy

Team Teach training supports a positive behavior policy, containing essential behavior support strategies and de-escalation techniques, promoting consistency of approach across staff teams.

Additional support with writing policies can be found in the Knowledge Hub, including a behavior policy template, support guide and ideas for embedding behavior support principles within your organisation.

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2. Positive Behavior Model

2.1: Implementing a positive behavior model and developing a positive school environment, including: national identity and culture, strategies and frameworks, staff training, communicating with parents, mechanisms and procedures to identify at risk students, support, interventions, and procedures in cases of misconduct and behaviors of concern.

Actions required:

- Implement a Positive Behavior Model that recognises and reinforces positive behavior
- Create a behavioral culture that is in alignment with the values of the school including UAE national identity and culture
- Ensure a positive school environment
- Develop strategies and frameworks that educate all students on positive behavior
- Train staff in positive behavior support strategies
- Develop clear communication tools to ensure parental understanding
- Develop interventions to provide appropriate and focused support for 'at risk' students

How Team Teach training can support with creating a positive behavior model

Team Teach training enables staff to create a positive behavior culture and welcoming, safe and supportive school environment.

This includes recognising shared values and respecting UAE national identity and culture, religion, local culture and traditions.

Team Teach training focuses on respect for all and understanding the importance of background, nationality, religion, ability/ disability, race and gender.

Our training consists of a comprehensive range of behavior support strategies, giving staff the knowledge, skills and understanding to effectively support student behavior.

Central to this are key models and frameworks for understanding behavior and how to recognise the early signs of dysregulation and patterns of behavior. This supports staff in identifying when a student is engaging in behaviors of concern and can lead to the development of support plans.

Supporting Team Teach Knowledge Hub resources include activities and frameworks for students and staff, and resources to further develop the use of individual support plans.

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3. Promoting Positive Behavior Through a Student Code of Conduct

3.1: Establishing a student code of conduct, setting expectations for positive behavior, and developing a statement of actions related to misconduct.

Actions required:

- Create a student code of conduct that encourages positive behavior
- Include a clear statement of actions defining positive student behavior
- Specify student expectations
- Have a statement of actions relating to misconduct and associated consequences

How Team Teach training can support with promoting positive behavior

Team Teach training includes how to reinforce positive behaviors to develop respectful school environments.

Training looks at how we communicate with students to gain an understanding of expectation of behavior. This includes how staff can model desired behaviors in line with the student code of conduct.

Additional resources in the Knowledge Hub include information about how to build a respectful school community.

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4. Misconduct Policy and Procedures

4.1 Creating a school culture of positive behavior approaches
4.2 Developing a misconduct policy and procedures
4.3 Forming a behavioral management committee
4.4 Preventive mechanisms

Actions required:

- Have a clear system for:
  - reviewing behavior incidents
  - analysing potential root cause
  - engaging students with their own behavior management strategies
  - providing students with social and emotional educational support
- Develop and implement a misconduct policy and procedures, which includes disciplinary measures for students from Grade 5/ Year 6. This must distinguish levels of misconduct.
- Form a behavioral management committee with a minimum of four members to review behavioral concerns and issue decisions and resolutions.
- Ensure behavior policy outlines mechanisms to offer students opportunities and guidance relating to behavior.

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4. Misconduct Policy and Procedures

4.5 Disciplinary actions
4.6 Disciplinary procedures
4.7 Appeals procedure
4.8 Positive handling
4.9 Record keeping
4.10 Approval for expulsion

Actions required:

- Have clear disciplinary actions, with rationale and descriptions outlined in a behavior policy
- Create clear disciplinary procedures ensuring that the first approach is from the positive behavior model
- Establish an appeals procedure
- Understand the use of physical interventions as a last resort
- Create a clear recording system, including root cause analyses, meetings with concerned stakeholders, intervention measures, observations of student behavioral progress, disciplinary procedures, and communications
- Seek ADEK's approval to expel a student
- Keep a list of students at risk of expulsion and share with ADEK

How Team Teach can help with developing misconduct policies and procedures

Team Teach provide training relating to managing risk.

This includes using risk assessed physical interventions when reasonable, necessary, and proportionate as a last resort to keep everyone safe.

Our training ensures that staff consider all other options available to them to reduce the use of physical intervention, including early intervention to avoid behavior escalating.

Our training provides staff with a range of positive intervention strategies they can use to support individual needs and reduce risk to keep everyone safe.

Central to this is a focus on risk assessment and the importance of accurate and factual record keeping when recording and reporting incidents.

Knowledge Hub resources include functional analysis templates, individual support plans, risk assessment templates and guidance, reporting and recording plans and a range of resources to support conversations with parents.

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5. Bullying Prevention

5.1 Bullying prevention policy
5.2 Monitoring incidents of bullying

Actions required:

- Develop a bullying prevention policy
- Include strategies for a school-wide programme and steps which students and staff should take when encountering and responding to bullying
- Establish systems to track and monitor incidents of bullying

How Team Teach training can support bullying prevention

Team Teach training focuses on understanding the root causes behind behaviors.

This includes recognising the drivers and functions of behavior so staff can take appropriate steps to offer support and encourage students to develop healthier responses.

Training also includes how to encourage effective communication and develop strong and trusting relationships between staff and students.

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6. Absence

6.1 Cause for concern
6.2 Determining risk and developing intervention plans
6.3 Support and interventions
6.4 Student misconduct
6.5 Additional learning needs

Actions required:

- Identify students whose attendance creates a cause for concern
- Determine if a student is at educational risk
- Develop an intervention plan to support attendance for at-risk students
- Provide appropriate, focused, and supportive student-centric interventions
- Take disciplinary action as appropriate for identified misconduct
- Ensure that support and interventions do not reduce or replace the support available to students with additional learning needs
- Develop and implement referral structures
- Identify and report signs of behaviors of concern and inform parents where appropriate

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How Team Teach training can support with school absence

Team Teach training helps staff to develop a range of supportive interventions and strategies they can use to create strong and supportive relaionships with students.

Our training encourages staff to reflect on the school environment and their own practice to build safe, welcoming environments so every student can thrive.

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7. Searching, Screening, and Confiscation

7.1 Authorization of searching, screening, and confiscation

Actions required:

- Understand authorization relating to searching, screening and confiscation of possessions.

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8. Compliance

8.1 Compliance dates
8.2 Failure to comply

- Recognise the implications of not fully complying with the policy by the start of the academic year 2025/26.

Training includes how to identify a range of behaviors and plan appropriate individualised strategies that take account of additional learning needs.

Team Teach training supports staff in maintaining open communication channels with external stakeholders, parents, staff and students for a holistic approach to behavior support.

Additional resources in the Knowledge Hub include information to support inclusive practice, recognise individual needs, and understand the driving factors behind absence.

How Team Teach training can help with policy compliance

Our training supports staff in understanding best practice guidance, to reduce risk through risk assessment to consider reasonable, necessary and proportionate potential actions.

By following ADEK's Student Behavior Policy and using the strategies in this guide, you can create a positive, supportive school environment.

Team Teach training equips you with key skills to support behavior, de-escalate conflicts, and promote a safe, respectful atmosphere.

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Why choose Team Teach?

You first - We understand no two organisations are the same. Our experienced trainers deliver a whole range of accredited, evidence-based training with you and your needs at the centre.

Meeting your needs - We carry out a thorough training needs analysis before any commissioned training and our team are always on hand to advise you and make sure you choose the right course for your school.

Strong ethical foundations - Our training is focused on supportive and preventative de-escalation strategies, recognising behavior as a form of communication, often referred to as 'the 95% of Team Teach'.

Tried and trusted - We've been leading the way in behavior support for over 30 years and we are the provider of choice for over 13,000 organisations worldwide, with over 4000 certified Team Teach trainers and over 100,000 delegates trained in behavior support with us each year.



Get in touch

Find out how Team Teach training can help you create a positive, supportive school environment where students and staff thrive.

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