

Manthan International School

Positive Behaviour Policy

Manthan School is primarily a resourcefully organized community of learners, educators, and others that supports the process of creative learning. As a premier educational institution, Manthan, promotes a positive and safe environment that provides the comfort, safety, and experiences essential to every member of Manthan community – individually and collectively – to do their work efficiently, effectively and meaningfully.

Manthan encourages a sense of **belonging, friendship, camaraderie, and commonly shared goals and values.**

The Manthan community is made up of egalitarian people who uphold all democratic rights and never discriminate based on nationality, regional affiliations, skin colour, religion, caste, creed, economic status, and the like.

Manthanites are always motivated and driven by a strong sense of respect towards all individuals.

- Every member of the Manthan community – individually and collectively – takes active steps to **ensure that everyone feels happy, comfortable, safe, and secure** within this community.
- We **celebrate and value** our amazing achievements at all levels.
- We understand anyone can make poor discipline choices, and we help everyone to self-reflect and accept ownership of their own behaviour.
- We strive to build the knowledge, skills and understanding to recognise the consequences of their actions, how to collaborate with others to imbibe positive behaviour.
- We empower our whole community with appropriate strategies to promote positive behaviour, develop resilience and follow guidelines to report any issues, problems or concerns.
- We guide and support everyone involved in instances of negative behaviour including those who display the behaviour and those who are the target of/witness to the behaviour.
- We take prompt and decisive action to safeguard our students and the whole school community in line with our positive behaviour policy.
- Based on our community values of respect, empathy and compassion we offer a route to reconciliation and restoration to those who have shown inappropriate behaviour.

At all times, Manthanites must adhere to the Golden Rules:

- We are gentle - We do not hurt others
- We are kind and helpful - We do not hurt anybody's feelings
- We listen - We do not interrupt

- We are honest - We do not cover up the truth
- We work hard - We do not waste our own or others' time
- We look after property - We do not waste or damage things

DISCIPLINE POLICY FOR STUDENTS

The main objective of this policy is to nurture appropriate behaviour and help students become responsible citizens. Manthanites are responsible and respectful to everyone inside and outside of the school community. We strongly ensure that along with freedom of learning, responsibility for one's own actions and discipline are emphasised regularly.

- We believe that from an early age, students should not confuse freedom in education with indiscipline.
- Students can ask relevant questions pertaining to the lessons and activities of the school but with the right tone and with respect.
- At Manthan, respect for everyone in the school community and for School policies is expected. It will not be compromised under any circumstances.
- When a student disregards rules, disobeys instructions, or otherwise engages in conduct that causes or may cause harm, inconvenience or embarrassment to the school, staff members, support staff or other students, it will lead to disciplinary action by the school.
- Manthan strives to strike a good balance between freedom and discipline.

Rewards and Sanctions

- It is accepted that young people should be duly rewarded for positive behaviour and for being well-disciplined.
- Manthan School has a well-established system of giving away Appreciation cards - Rising Star and Super Star Awards for individuals who showcase good behaviour, improvement in skills other than academics and for individuals who always exhibit those skills.
- All sanctions meted out at Manthan School aim at deterrence and rectification of the wrong. They induce errant students to ensure that the offense never recurs.

Corporal Punishment

Corporal punishment is strictly prohibited in Manthan School.

Teachers can resort to gentle corrective measures, where the child reflects and corrects his or her behaviour.

- Bubble time

- **Quality Circle time**
- **Rewards and Sanctions**
- **Role plays**
- Suspension or expulsion is generally considered the last option only in cases of the gross transgression of the school Rules and norms and/or criminal misconduct, which is a non-negotiable offence. However, the School reserves the right to suspend or expel students whose conduct may be harmful to the other students or the school's reputation.
- In case of extreme misdemeanour, a teacher may take the errant student to the principal for appropriate sanction with full details of the case in writing. The principal along with the senior leadership team may deem it fit to deprive a student who has indulged in gross misdemeanour, of games or his/her hobby classes for two weeks. In addition, he/she will have to forgo several other privileges available in the school.
- There might be a consequence of suspension for one or more day when a child resorts to any kind of abuse.
- No student is allowed to punish any other student, officially or unofficially. No student is allowed to supervise the administration of any sanction for any other student.
- In case of any unpleasant incident involving two children, the parent of one, under no circumstances, is allowed to speak to the other parent or child concerned. This would be considered a serious violation of School norms. One must go through the school to resolve the issues.

Reporting of Misbehaviour

- All behaviour issues must be primarily reported to the Principal/ Teacher Leaders
- Issues related to well-being must be reported to the Designated Safeguarding Lead (DSL) and Deputy Designated Safeguarding Lead (Dep. DSLs)
- Concern must be raised on My Concern Portal

It is expected from all members of the Manthan Community (pupils, Staff and parents) to exude respect towards each other under all circumstances and adhere to the policies, guidelines and the Code of Conduct.