



# Interim Behaviour for Boarding Policy

## Principles

This interim policy focuses on behaviour modification rather than punishment. It is designed to foster reflection, with the aim that this reflection will act as a catalyst for behaviour modification. It is premised on the notion that, through introspection and rational reflection, students can begin to appreciate why certain conduct should be avoided, and how to maximise their chances of avoiding it in the future. The policy deliberately avoids the language of retribution, in accordance with the belief that retribution is destructive—to those exacting it, to those it is exacted upon, and to the wider community. Instead, we seek to adopt a restorative approach to behaviour that seeks to restore the relationships affected by this behaviour

Given the environment of a Boarding House, at Eerde we seek to create a 'home away from home.' Therefore our intention is to help our boarders learn the skills they need to be independent whilst still maintaining a 'fail forward' approach to behaviour. It's important our young people feel they can make mistakes and still learn from them without pervasive and detrimental aspects of shame being attached to the way they behave.

## Levels of Behaviour

The Boarding Staff will therefore adopt a consequence approach to behaviours that aim to address minor issues through a more informal and parental style approach that focuses on equipping the students with the skills they need for this. Where boarding rules are consistently broken, the Boarding Staff may choose to escalate this to the school sanctions. Similar to more serious infractions, we adopt the School Behaviour levels 2 and 3 for this as explained later.

## Boarding Behavioural Interventions

Behaviours described as low level are generally surrounding a student's failure or inability to meet the expectations we have in our boarding environment. This may include but is not limited to;

- being late (tardiness),
- misuse of electrical devices,
- failure to be in rooms at the agreed times,
- failure to keep one's room to acceptable and agreed standards of hygiene and cleanliness,
- not sleeping at the required times,
- failure to keep noise levels to an acceptable level (to the extent it negatively impacts on those they live with),
- failure to work on their school work during study hall,
- use of phone during dinner,





- the bedroom is not tidy enough for cleaners to clean,
- Leaving the kitchen or common areas in a mess.

## Example Interventions

The nature of a family home means that each behaviour incident will be handled within its own context. The following is a list of example interventions that Boarding Staff may choose to use in order to help the students learn how to manage their own behaviour in the future;

- confiscation of electronic devices,
- washing the dishes,
- helping them clean their room,
- getting them up early for school,
- early bedtimes,
- grounding in boarding house (cannot leave the boarding house during a set period of time),
- grounding on campus,
- enhanced study hall support,
- removal of privilege to use the gym, art room or school building without supervision,
- removal of privilege to visit the opposite wing,
- student to clean own room before dinner that evening,
- Cleaning the kitchen or common areas.

Should any student repeatedly require Boarding Behaviour Interventions their Boarding Mentor may choose to initiate a Behavioural Intervention Plan (**Appendix 1**).

## Level 2:

Behaviour of a more serious nature that undermines the culture or safety of the boarding environment will be dealt with differently. In line with the school's behavioural level system, any behaviour that falls under the category below will receive a level 2. At the issuing of a level 2, the student's Boarding Mentor will start a Behavioural Intervention Plan (**Appendix 1**) if this is not already in place.

Type of Behaviour	Staff Action	Escalation	Responsibility
Being in member of the opposite sex's bedroom.	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection session, parents are informed, Potential RJ. 2nd Offence - Conference with parents/guardian, Potential RJ. 3rd Offence - Move to level 3	Pastoral and Boarding Manager
Using abusive language towards another student or staff member	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection session, parents are informed, Potential RJ. 2nd Offence - Conference with parents/guardian, Potential RJ. 3rd Offence - Move to level 3	Pastoral and Boarding Manager
Low-Level Vandalism -	Record on Daily Log	1st Offence - Reflection session, parents are	Pastoral and





Damaging or defacing other's, boarding or school property	<b>and</b> Refer to the Pastoral Boarding Manager by email.	informed, Potential RJ 2nd Offence - Conference with parents/ guardian, Potential RJ. 3rd Offence - Move to level 3 *Parents are charged with necessary costs.	Boarding Manager
Gross dishonesty	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection session, parents are informed, Potential RJ. 2nd Offence - Conference with parents/ guardian, Potential RJ. 3rd Offence - Move to level 3	Pastoral and Boarding Manager
Discrimination	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection and education session, parents are informed, Potential RJ. 2nd Offence - Move to level 3	Pastoral and Boarding Manager
Overt Defiance to Staff	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection session, parents are informed, Potential RJ. 2nd Offence - Conference with parents/ guardian, Potential RJ. 3rd Offence - Move to level 3	Pastoral and Boarding Manager
Disrespect to staff or students	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection session, parents are informed, Potential RJ. 2nd Offence - Conference with parents/ guardian, Potential RJ. 3rd Offence - Move to level 3	Pastoral and Boarding Manager
Leaving site without permission	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection session, parents are informed, Potential RJ. 2nd Offence - Move to Level 3	Pastoral and Boarding Manager
Medication in rooms without permission	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection session, parents are informed, Potential RJ. 2nd Offence - Conference with parents/ guardian, Potential RJ. 3rd Offence - Move to level 3	Pastoral and Boarding Manager
Bullying behaviour (depending on the level of behaviour this could become a level 3 at the discretion of the Pastoral and Boarding Manager)	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection session, parents are informed, Potential RJ. 2nd Offence - Conference with parents/ guardian, Potential RJ. 3rd Offence - Move to level 3	Pastoral and Boarding Manager
Being a bystander to any bullying behaviour.	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Reflection session, parents are informed, Potential RJ. 2nd Offence - Conference with parents/ guardian, Potential RJ. 3rd Offence - Move to level 3	Pastoral and Boarding Manager

\*It is always at the discretion of the Pastoral and Boarding Manager to determine if behaviour reaches level 2 whether or not it is detailed above.

## Level 3:

If students continue to behave at level 2 then this will escalate to level 3. However, certain behaviour can place other students, staff or themselves at such risk that clear boundaries need to be in place to deter such behaviours and teach students that dangerous behaviour has consequences in the real

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world. However, despite the severity of these consequences the goal is always to reform behaviour and help the student meet the expectations we have at Eerde International Boarding School. Our policy is never to punish students as a form of retribution. At all level 3 behaviour, parents will be informed and required to meet with the management team. The following guidance applies to behaviours at level 3.

Type of Behaviour	Staff Action	Escalation	Responsibility
3rd level 2 issued.	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence (3 level 2s) - Suspension 2nd Offence (6 level 2s) - Expulsion from boarding	Management Team
Violence against another student or a boarding parent	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension and potential RJ. 2nd Offence - Expulsion from Boarding or/and school and potential RJ.	Management Team
Serious bullying, whether in person or on social media	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension and potential RJ. 2nd Offence - Expulsion from Boarding or/and school and potential RJ.	Management Team
Other types of threatening conduct	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension and potential RJ. 2nd Offence - Expulsion from Boarding or/and school and potential RJ.	Management Team
Seriously irresponsible/ dangerous behaviour which puts individuals or members of the community at risk	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension and potential RJ. 2nd Offence - Expulsion from Boarding or/and school and potential RJ.	Management Team
Use or possession of cigarettes including e-cigarettes.	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension and the requirement to complete a 6-week Support to Stop Smoking course. 2nd Offence - Expulsion from Boarding or/and school.	Management Team
Use or possession of alcohol	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension 2nd Offence - Expulsion from Boarding or/and school. *If the student is suffering from addiction a course of detox may be required before they can return to boarding and school.	Management Team
Use, possession or dealing of drugs	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email and phonecall.	1st Offence - Suspension or Expulsion 2nd Offence - Expulsion from Boarding or/and school.	Management Team
Use or possession of dangerous items such as weapons	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension 2nd Offence - Expulsion from Boarding or/and school.	Management Team





Distribution of indecent or pornographic materials or images	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension 2nd Offence - Expulsion from Boarding or/and school.	Management Team
Engagement in sexual behaviour of any kind	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension 2nd Offence - Expulsion from Boarding or/and school.	Management Team
Leaving boarding house after hours.	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension 2nd Offence - Expulsion from Boarding or/and school.	Management Team
Leaving campus without permission (2nd offence)	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	2nd Offence - Suspension 3rd Offence - Expulsion from Boarding or/and school.	Management Team
Theft`	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension and potential RJ. 2nd Offence - Expulsion from Boarding or/and school and potential RJ.	Management Team
High-Level Vandalism	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	1st Offence - Suspension and potential RJ. 2nd Offence - Expulsion from Boarding or/and school and potential RJ.	Management Team
Being in member of the opposite sex's bedroom.	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	2nd Offence - Suspension. 3rd Offence - Expulsion from Boarding or/and school.	Management Team
Discrimination 2nd Offense?	Record on Daily Log <b>and</b> Refer to the Pastoral Boarding Manager by email.	2nd Offence - Suspension and potential RJ. 3rd Offence - Expulsion from Boarding or/and school and potential RJ.	Management Team

## Reflection

The reflection session will be conducted with the Boarding Mentor who will help the student understand the ABCs for their behaviour (Antecedent, Behaviour and Consequence) and will do so using the reflection form (**Appendix 2**). This is designed to enable thoughtful and constructive discussion about how to avoid this behaviour in the future.

## Restorative Justice (RJ)

As part of our restorative approach to behaviour we utilise Restorative Justice as a structured method of mediation to help our students learn empathy and the skills and questions they need to ask in order to restore relationships that are harmed. This takes the form of answering the 3 questions of 'What Happened?', 'How did it make you feel?' and 'What do you need to make it better?' This can be in a formal or informal setting and training has been provided to all staff on how to do this.

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## Reporting and Recording

All behaviours will be logged on the daily log, with any level 2 or 3 behaviours logged on Managebac with the title in capital letters, 'BOARDING' so that this is differentiated from the School behaviour system. This behaviour will not be stacked onto any behaviour in school, in order to maintain the home and school divide.





# Appendices

## Appendix 1 - Functional Behavioural Assessment and Intervention Plan

<https://docs.google.com/document/d/1QZFiol4FxKx9gffUXlIUiaP5rdDNOhGn5sMBaxDjpA/edit#>

## Appendix 2 - Boarding Reflection Form

[https://docs.google.com/document/d/1Xi0DHiYmOtXJeb2yP6bSsUXO\\_rgx3LdBpzwuffu7xE/edit#](https://docs.google.com/document/d/1Xi0DHiYmOtXJeb2yP6bSsUXO_rgx3LdBpzwuffu7xE/edit#)

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