



# **Eerde International Boarding School**

## **Our Community and Conduct**

### **2023 - 2024**

Eerde International Boarding School wishes to maintain a safe, respectful, and conducive learning environment. By following these guidelines, we maximise our learning potential, build positive relationships, and contribute to a thriving and inclusive community.

# Our Guiding Statements - *We are.....*



## Confident

We develop confidence in our abilities and ideas, in order to work towards achieving our dreams and future aspirations.  
We celebrate success and we feel proud of ourselves, each other and our school



## Reflective

We identify our strengths and our areas for improvement  
We reflect on our actions, our behaviour and our treatment of others



## Critical

We examine evidence and use reason to arrive at conclusions.  
We question assumptions, traditions, and conventional wisdom  
We challenge and innovate, always striving to be independent thinkers



## Cooperative

We value our community and strive to work together to help each other fulfil our potential as a school and as individuals  
We understand that our community extends beyond the walls of our school to the local community and wider world



## Caring

We think of others and care about others' needs. We are friendly, collaborative and build positive relationships  
We take care of ourselves and value healthy lifestyles and choices



## Balanced

We value personal and social development, as well as academic development  
We strive to achieve a healthy balance between those areas of our lives that we value and those we need to develop



## Responsible

We are ambassadors for our family, our friends, our school and our community  
We consider our impact on the planet and society and strive to be responsible global citizens



## Diverse

We seek to understand each other, recognising our similarities and celebrating our differences  
We recognise that different values, traditions and customs can all be right, striving for a culture of mutual respect and tolerance

# Eerde Community Guidelines - Our 10 Golden Agreements



## 1. Respect for Self and Others



- Treat all individuals with kindness, dignity, and respect, regardless of their background, beliefs, or personal characteristics.
- Use inclusive language and avoid engaging in discriminatory behaviour or harassment.

## 2. Personal Safety and Well-being



- Adhere to safety protocols and guidelines set by the school, such as fire safety regulations, curfew, and reporting any potential hazards or concerns.
- Take responsibility for personal hygiene, cleanliness, and maintaining a healthy lifestyle.

## 3. Academic Engagement and Achievement



- Attend classes regularly, arrive on time, and actively participate in academic activities and discussions.
- Complete assignments and study diligently to achieve personal academic goals.

## 4. Responsible Use of Technology



- Use technology devices and internet resources responsibly, adhering to the school's acceptable use policy.
- Respect privacy and refrain from cyberbullying, hacking, or engaging in any illegal activities online.

## 5. Positive Communication and Conflict Resolution



- Engage in open and respectful communication, actively listening to others' perspectives and expressing thoughts and concerns appropriately.
- Resolve conflicts peacefully, seeking mediation or assistance from staff when necessary.

## 6. Personal Accountability and Integrity



- Take responsibility for one's actions and choices, recognizing the consequences they may have on oneself and others.
- Maintain academic integrity by refraining from plagiarism, cheating, or engaging in dishonest practices.

## 7. Personal Property and School Resources



- Respect personal belongings and school property, not causing damage or theft and ensuring they are used appropriately.
- Use shared resources responsibly and considerately, keeping common areas clean and tidy.

## 8. Celebrating Diversity



- Embrace and celebrate the diversity within the school community, showing respect for different cultures and traditions.
- Demonstrate inclusive behaviour that is not derogatory, disrespectful, discriminatory or offensive towards any group.

## 9. Positive Community Engagement



- Contribute positively to the boarding school community by participating in After School Activities, volunteering, or supporting fellow students.
- Foster a sense of belonging and camaraderie by engaging in collaborative projects and demonstrating teamwork.

## 10. Compliance with School Policies and Rules



- Familiarise oneself with the school's policies, rules, and expectations in the Student Handbook, and adhere to them at all times.
- Seek clarification or guidance from staff if any policies or rules are unclear.



## Celebrating Positive Contributions in Our Community

Engagement with the Eerde Guiding Statements and with our 10 Golden Agreements contributes to a positive community and to successful outcomes for you as a student.

We wish to celebrate positive contributions to our community whenever we can this may be in a number of ways:



In the moment - we want to celebrate positivity as soon as it happens!



Achievement Awards each term for those who have really made an effort or achieved significantly well



A note on Managebac, shared with you and your parents



Your University Applications - the more you contribute to our community, the more you have to put in your university application letters



Assembly SHOUT OUTs for good work or positive contributions



Your grades - ultimately working hard, following our community guidelines and contributing to our community will help you to improve academically

## Boarding Dos and Don'ts



**DO** be on time breakfast, lunch, dinner and any activities or events



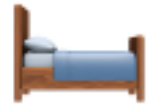
**DO NOT** be in another person's bedroom without the door open



**DO NOT** have your phone with you during Dinner



**DO NOT** have in your possession any dangerous items or weapons



**DO** be in your room at Room Time, ready to go to bed



**DO NOT** possess, distribute or consume cigarettes, vapes, alcohol or drugs



**DO** switch your devices off at bedtime and get a good night's sleep



**DO NOT** leave site without permission from a Boarding Parent



**DO** keep your bedroom and all communal areas clean and tidy



**DO** make friends and build positive relationships



**DO NOT** make lots of noise and disturb others, especially during the night



**DO NOT** engage in sexual activity and avoid public displays of romantic affection while on-site



**DO** be respectful of all staff and other students



**DO** Tell us if you have a problem or are worried about anything

## Classroom Dos and Don'ts



**DO** be on time to every lesson



**DO** be respectful of your teacher and other students



**DO** go to the toilet at Breaktime or Lunchtime, NOT during lessons



**DO NOT** bring any drinks into the classroom except water in a bottle



**DO** put your phone and smartwatch in the Phone Hotel as soon as you enter the classroom



**DO NOT** bring any food into the classroom, including chewing gum



**DO** follow the instructions given by your teacher



**DO NOT** wear open toed shoes in science labs or during PE lessons



**DO** bring all of your books and equipment to every class



**DO** use your laptop, but ONLY when the teacher tells you to



**DO NOT** disrupt the class or the learning of others



**DO** hand all work in ON TIME



# How We Respond to Negative Behaviour in Class and School - including at school events, on school trips and activities

Example Behaviours	When it First Happens	If it Keeps Happening	If it Becomes a Regular Behaviour
<p><b>Behaviour in Class</b> <b>- Concern</b></p> <ul style="list-style-type: none"> <li>• Lateness</li> <li>• Mild to moderate disruptive behaviour during class</li> <li>• Low level verbal abuse/ swearing</li> <li>• Low level disrespectful, rude or defiant behaviour - such as not listening, failing to follow instructions, unnecessary interruptions etc</li> <li>• Use of mobile phone, headphones, other media devices in class</li> <li>• Food/ drink in class</li> </ul>	<p><b>We will always...</b> create a positive learning environment by:</p> <ul style="list-style-type: none"> <li>• Modelling good behaviour</li> <li>• Making learning expectations clear</li> <li>• Establishing clear rules and expectations</li> <li>• Ensuring mobile phones are in the Phone Hotel</li> <li>• Using positive reinforcement</li> <li>• Being consistent</li> <li>• Being fair</li> </ul> <p><b>You will always...</b></p> <ul style="list-style-type: none"> <li>• Follow the Classroom Dos and Don'ts and Eerde Golden Agreements</li> <li>• Be respectful to all staff members and other students</li> <li>• Follow the instructions given by staff members</li> <li>• Let us know if there is any reason why you may need extra support or guidance</li> </ul> <p><b>We will...</b> remind you of the Eerde Golden Agreements and the Classroom Dos and Don'ts</p> <p><b>We may...</b></p> <ul style="list-style-type: none"> <li>• Ask you to stay back after class or talk at some point during the day to try and help you think about how you can avoid the mistake again in the future</li> <li>• Take away your phone or other devices</li> <li>• Take away any food or drink you have brought to class</li> <li>• Ask you to move to a different seat or change activity</li> </ul> <p><b>You will...</b> reflect on what has happened and think about how to avoid it happening again in the future</p>	<p>If the behaviour persists or you are disrupting the learning of others,</p> <p><b>We will...</b></p> <p><b>WARN</b> you that the behaviour is not acceptable and needs to stop  <b>MOVE</b> you to a seat close to the teacher or away from distracting other students  <b>REMOVE</b> you from class to the Academic Director or Course Coordinator</p> <p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> talk to you about why the behaviour happened and what you can do to avoid it again</p> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p>	<p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> sign you up to attend an after school Reflection and Study Session or Community Service Session</p> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p> <p><b>We will...</b> look at whether we need to support you further with the consequences listed in the next category of "Serious Concerns"</p>
<p><b>Behaviour in School</b> <b>- Concern</b></p> <ul style="list-style-type: none"> <li>• Littering</li> <li>• Low level verbal abuse/ swearing</li> <li>• Low level disrespectful, rude or defiant behaviour - such as not listening, failing to follow instructions etc</li> <li>• Lateness to a school event</li> <li>• Mild to moderate disruptive behaviour during a school event or activities</li> </ul>	<p><b>You will always...</b></p> <ul style="list-style-type: none"> <li>• Follow the Eerde Golden Agreements</li> <li>• Be respectful to all staff members and other students</li> <li>• Follow the instructions given by staff members</li> <li>• Let us know if there is any reason why you may need extra support or guidance</li> </ul> <p><b>We will...</b> remind you of the Eerde Golden Agreements</p> <p><b>We may...</b></p> <ul style="list-style-type: none"> <li>• Ask you to talk at some point during the day to try and help you think about how you can avoid the mistake again in the future</li> <li>• Take away your phone or other devices</li> <li>• Ask you to move to a different seat or change activity</li> </ul> <p><b>You will...</b> reflect on what has happened and think about how to avoid it happening again in the future</p>	<p>If the behaviour persists or you are disrupting others,</p> <p><b>We will...</b></p> <p><b>WARN</b> you that the behaviour is not acceptable and needs to stop  <b>MOVE</b> you close to a staff member or away from distracting other students  <b>REMOVE</b> you to the Academic Director or Course Coordinator</p> <p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> talk to you about why the behaviour happened and what you can do to avoid it again</p> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p>	<p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> sign you up to attend an after school Reflection and Study Session or Community Service Session</p> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p> <p><b>We will...</b> look at whether we need to support you further with the consequences listed in the next category of "Serious Concerns"</p>



Example Behaviours	When it First Happens	If it Happens Again	If it Keeps Happening
<p><b>Behaviour in Class - Serious Concern</b></p> <ul style="list-style-type: none"> <li>• Serious/ persistent disruptive behaviour during class</li> <li>• Using abusive language towards another student or staff member, or otherwise acting with disrespect towards a student or a member of staff</li> <li>• Unexcused absence from class - skipping class</li> <li>• Leaving class without permission</li> </ul>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the Classroom Dos and Don'ts</p> <p>If the behaviour persists or you are disrupting the learning of others,</p> <p><b>We will...</b></p> <p><b>WARN</b> you that the behaviour is not acceptable and needs to stop</p> <p><b>MOVE</b> you to a seat close to the teacher or away from distracting other students</p> <p><b>REMOVE</b> you from class to the Academic Director or Course Coordinator</p> <p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> sign you up to attend an after school Reflection and Study Session or Community Service Session</p> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the Classroom Dos and Don'ts</p> <p>If the behaviour persists or you are disrupting the learning of others,</p> <p><b>We will...</b></p> <p><b>REMOVE</b> you from class to the Academic Director or Course Coordinator</p> <p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> ask your parents for a meeting to discuss the behaviour</p> <p><b>We will...</b> sign you up to attend an after school Reflection and Study Session or Community Service Session</p> <p><b>We may...</b> put in place additional consequences such as:</p> <ul style="list-style-type: none"> <li>• Restorative meeting(s) with staff or students</li> <li>• Continued attendance at Community Service, or, Reflection and Study Sessions for a specified number of weeks</li> <li>• A period of in-school suspension 1-2 days</li> </ul> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p>	<p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> work with you and your parents to create a Personalised Behaviour Plan to support you with not engaging in this type of behaviour in the future</p> <p><b>We will...</b> sign you up to attend an after school Reflection and Study Session or Community Service Session</p> <p><b>We will...</b> put in place additional consequences such as:</p> <ul style="list-style-type: none"> <li>• Restorative meeting(s) with staff or students</li> <li>• Continued attendance at Community Service, or, Reflection and Study Sessions for a specified number of weeks</li> <li>• A period of in-school suspension up to 3 days</li> <li>• Requirement for additional teaching support in class or separated from class</li> </ul> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p> <p><b>We will...</b> look at whether we need to support you further with the measures listed in the next category of "Major Concerns"</p>
<p><b>Behaviour in School - Serious Concern</b></p> <ul style="list-style-type: none"> <li>• Serious/ persistent disruptive behaviour during school activities</li> <li>• Using abusive language towards another student or staff member, or otherwise acting with gross disrespect towards a student or a member of staff</li> <li>• Overt Defiance to Staff</li> <li>• Low-Level Vandalism - Damaging or defacing other's, boarding or school property</li> <li>• Taking or use of another person's property without permission</li> <li>• Gross dishonesty</li> <li>• Leaving site without permission</li> <li>• Bullying behaviour (depending on the level of behaviour this could become a level 3 at the discretion of the School Management)</li> <li>• Being a bystander to any bullying behaviour.</li> </ul>	<p><b>We will...</b> remind you of the Eerde Golden Agreements</p> <p>If the behaviour persists or you are disrupting others,</p> <p><b>We will...</b></p> <p><b>WARN</b> you that the behaviour is not acceptable and needs to stop</p> <p><b>MOVE</b> you close to a staff member or away from distracting other students</p> <p><b>REMOVE</b> you from class to the Academic Director or Course Coordinator</p> <p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> sign you up to attend an after school Reflection and Study Session or Community Service Session</p> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p>	<p><b>We will...</b> remind you of the Eerde Golden Agreements</p> <p>If the behaviour persists or you are disrupting others,</p> <p><b>We will...</b></p> <p><b>REMOVE</b> you to the Academic Director or Course Coordinator</p> <p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> ask your parents for a meeting to discuss the behaviour</p> <p><b>We will...</b> sign you up to attend an after school Reflection and Study Session or Community Service Session</p> <p><b>We may...</b> put in place additional consequences such as:</p> <ul style="list-style-type: none"> <li>• Restorative meeting(s) with staff or students</li> <li>• Continued attendance at Community Service, or, Reflection and Study Sessions for a specified number of weeks</li> <li>• A period of in-school suspension 1-2 days</li> <li>• Removal of break or lunch privileges for a period of time up to 3 days</li> </ul> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p>	<p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> work with you and your parents to create a Personalised Behaviour Plan to support you with not engaging in this type of behaviour in the future</p> <p><b>We will...</b> sign you up to attend an after school Reflection and Study Session or Community Service Session</p> <p><b>We will...</b> put in place additional consequences such as:</p> <ul style="list-style-type: none"> <li>• Restorative meeting(s) with staff or students</li> <li>• Continued attendance at Community Service, or, Reflection and Study Sessions for a specified number of weeks</li> <li>• A period of in-school suspension up to 3 days</li> <li>• Removal of break or lunch privileges up to 1 week</li> <li>• Removal from future school trips or activities up to 1 term</li> </ul> <p><b>You will...</b> work with us to reflect on what has happened and think about how to avoid it happening again in the future</p> <p><b>We will...</b> look at whether we need to support you further with the measures listed in the next category of "Major Concerns"</p>



Example Behaviours	When it First Happens	If it Happens Again	If it Keeps Happening
<p><b>Behaviour in School - Major Concern</b></p> <ul style="list-style-type: none"> <li>• Violence against another student or a boarding parent</li> <li>• Serious bullying, whether in person or on social media</li> <li>• Other types of threatening conduct</li> <li>• Discrimination or discriminatory behaviour</li> <li>• Seriously irresponsible/ dangerous behaviour which puts individuals or members of the community at risk</li> <li>• Use, possession or distribution of cigarettes including e-cigarettes.</li> <li>• Use, possession or distribution of alcohol</li> <li>• Use, possession or distribution of drugs</li> <li>• Use or possession of dangerous items such as weapons</li> <li>• Distribution of indecent or pornographic materials or images</li> <li>• Engagement in sexual behaviour of any kind</li> <li>• Theft`</li> <li>• High-Level Vandalism</li> </ul>	<p><b>We will... REMOVE</b> you to the Academic Director or Course Coordinator</p> <p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> work with you and your parents to create a Personalised Behaviour Plan to support you with not engaging in this type of behaviour in the future</p> <p><b>We will...</b> Reflect on what has happened and decide on restorative consequences for you, such as:</p> <ul style="list-style-type: none"> <li>• Restorative meeting(s) with staff or students</li> <li>• Continued attendance at Community Service, or, Reflection and Study Sessions for a specified number of weeks</li> <li>• A period of in-school suspension up to 3 days</li> <li>• Removal of break or lunch privileges up to 1 week</li> <li>• Removal from future school trips or activities up to 1 term</li> <li>• Awareness raising course/ project for all substance related incidents (drugs, alcohol, cigarettes, e-cigarettes) - where necessary this may be accompanied by mandatory addiction support</li> </ul> <p><b>You will...</b> work with your Course Coordinator to reflect on what has happened and think about how to avoid it happening again in the future</p>	<p><b>We will... REMOVE</b> you to the Academic Director or Course Coordinator</p> <p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> work with you and your parents to review your Personalised Behaviour Plan to support you with not engaging in this type of behaviour again in the future</p> <p><b>We will...</b> Reflect on what has happened and decide on restorative consequences for you, such as:</p> <ul style="list-style-type: none"> <li>• Restorative meeting(s) with staff or students</li> <li>• A period of in-school suspension up to 1 week</li> <li>• Suspension from school and Boarding up to 3 days</li> <li>• Removal of break or lunch privileges up to 2 weeks</li> <li>• Removal from future school trips or activities up to 1 term</li> <li>• Weekly substance testing for all substance related incidents (drugs, alcohol, cigarettes, e-cigarettes) - where necessary this may be accompanied by mandatory addiction support</li> </ul> <p><b>You will...</b> work with your Course Coordinator to reflect on what has happened and think about how to avoid it happening again in the future</p> <p><b>We will...</b> send your Parents a formal letter of concern advising that in the future, should this behaviour persist, we will review whether we are able to meet your needs at Eerde.</p>	<p><b>We will... REMOVE</b> you to the Academic Director or Course Coordinator</p> <p><b>We will...</b> Log what has happened on Managebac and share this with your Parents, Tutor, Course Coordinator and you</p> <p><b>We will...</b> work with you and your parents to review your Personalised Behaviour Plan to support you with not engaging in this type of behaviour again in the future</p> <p><b>We will...</b> Reflect on what has happened and decide on restorative consequences for you, such as:</p> <ul style="list-style-type: none"> <li>• Restorative meeting(s) with staff or students</li> <li>• Suspension from school and Boarding up to 1 week</li> <li>• Removal from future school trips or activities up to 1 term</li> <li>• Weekly substance testing for all substance related incidents (drugs, alcohol, cigarettes, e-cigarettes) - where necessary this may be accompanied by mandatory addiction support</li> </ul> <p><b>You will...</b> work with your Course Coordinator to reflect on what has happened and think about how to avoid it happening again in the future</p> <p><b>We will...</b> invite your Parents for a formal meeting with members of the Management Team advising that in the future, should this behaviour persist, we will not be able to meet your needs at Eerde.</p> <p>In serious cases or in the event of persistent incidents Eerde reserves the right to ask you to leave the school completely</p>



# How We Respond to Academic Misconduct

Example Behaviours	Expectations	When it First Happens	If it Keeps Happening	If it Becomes a Regular Behaviour
<ul style="list-style-type: none"> <li>Failing to turn in homework</li> </ul>	<p>Homework is handed in on time and to a good standard</p>	<p><b>We will...</b> Speak to you about why homework is important and discuss if you need support to hand it in on time</p> <p><b>We will...</b> keep a record of when homework is completed or not completed and share this with you and your parents via your Mid-Term and End of Term Report Cards</p> <p><b>You will...</b> reflect on how to make sure you always submit your homework on time</p>	<p>IB students - <b>You will...</b> be required to attend Study Halls so you have scheduled times to complete your homework each day.</p> <p>All other secondary students - <b>You will..</b> Be required to attend Study and Reflection Sessions after school in order to give you extra time to complete your homework</p>	<p><b>We will...</b></p> <ul style="list-style-type: none"> <li>Invite your parents for a meeting to discuss the problem</li> <li>Put on Academic Monitoring - your Course Coordinator will meet with you regularly to monitor how you are getting on</li> <li>You may limit what options you have for future study Eerde</li> </ul> <p>For continued or persistent issues consideration will be made as to whether Eerde is a suitable school to continue to accommodate you.</p>
<ul style="list-style-type: none"> <li>Failure to submit a summative assignment, coursework , internal assessment.</li> </ul>	<p>Summative assessments are handed in on time and to a good standard</p> <p>Exceptions are only granted for extenuating circumstances, agreed in advance with the Course Coordinator</p>	<p><b>We will...</b> Speak to you about why summative assessments are important and discuss if you need support to hand them in on time in future</p> <p><b>We will...</b> issue a grade of ZERO for the piece of work</p> <p><b>You will...</b> reflect on how to make sure you always submit your work on time</p>	<p>IB students - <b>You will...</b> be required to attend Study Halls so you have scheduled times to complete your work each day.</p> <p>All other secondary students - <b>You will..</b> Be required to attend Study and Reflection Sessions after school in order to give you extra time to complete your work</p>	<p><b>We will...</b></p> <ul style="list-style-type: none"> <li>Invite your parents for a meeting to discuss the problem</li> <li>Put on Academic Monitoring - your Course Coordinator will meet with you regularly to monitor how you are getting on</li> <li>You may limit what options you have for future study Eerde</li> </ul> <p>For continued or persistent issues consideration will be made as to whether Eerde is a suitable school to continue to accommodate you.</p>
<ul style="list-style-type: none"> <li>Plagiarism/ uncited use of AI software</li> <li>Cheating in a summative assessment</li> </ul>	<p>Students should hand in work which is completely their own.</p> <p>If they are uncertain about how to cite and reference sources, they should ask a member of staff.</p>	<p><b>We will...</b> issue a grade of ZERO for the piece of work</p> <p><b>You will...</b> research how to avoid plagiarism/ inappropriate use of AI, where applicable and speak with staff to ensure you understand this fully</p> <p><b>We will...</b> In some cases, be required to contact the IBDP or IGCSE examination boards to inform them and this may affect your overall grade for the course</p>	<p><b>We will...</b></p> <ul style="list-style-type: none"> <li>Invite your parents for a meeting to discuss the problem</li> <li>Put on Academic Monitoring - your Course Coordinator will meet with you regularly to monitor how you are getting on</li> <li>You may limit what options you have for future study Eerde</li> <li>Take advice from the IGCSE or IBDP on how to proceed in line with their protocols</li> </ul> <p>For continued or persistent issues consideration will be made as to whether Eerde is a suitable school to continue to accommodate you.</p>	





# How We Respond to Negative Behaviour in Boarding

The purpose of this matrix is to show you the types of responses the school might use if your behaviour does not match up to the expectations outlined in our 10 Golden Agreements.

Example Behaviours	When it First Happens	If it Keeps Happening	If it Becomes a Regular Behaviour
<p><b>Behaviour in Boarding - Concerns</b></p> <ul style="list-style-type: none"> <li>• Lateness in general</li> <li>• Lateness to breakfast</li> <li>• Misuse of your electrical devices,</li> <li>• failure to be in rooms at the agreed times,</li> <li>• Not going to bed and sleeping at the required times,</li> <li>• Use of your phone during dinner,</li> <li>• Failure to keep your room to acceptable and agreed standards of hygiene and cleanliness,</li> <li>• Failure to keep noise levels to an acceptable level (to the extent it negatively impacts on other people),</li> <li>• Your bedroom is not tidy enough for the cleaners to clean,</li> <li>• Leaving the kitchen or common areas in a mess,</li> <li>• Low level disrespectful, rude or defiant behaviour - such as not listening or failing to follow instructions</li> </ul>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the rules in Boarding</p> <p><b>We will...</b> try and help you think about how you can avoid the mistake again in the future</p> <p><b>You will...</b> reflect on what has happened and think about how to avoid it happening again in the future</p>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the rules in Boarding</p> <p><b>We will...</b> make a structured plan with you to help you avoid this behaviour in the future</p> <p>This might be something like:</p> <ul style="list-style-type: none"> <li>• Removal of devices at bedtime</li> <li>• Removal of devices at key moments of the day such as dinner</li> <li>• Getting you up earlier in the morning</li> <li>• Setting an earlier bedtime</li> <li>• Setting times to complete tasks such as cleaning your bedroom, this may be under supervision</li> <li>• Attendance at a Community Service, or, Reflection and Study Session</li> </ul> <p><b>You will...</b> work with the Boarding Team to make sure you stick to the plan and avoid this behaviour happening again in the future</p> <p><b>You will...</b> tell us if you are having trouble and seek support when you are struggling</p>	<p><b>We will...</b> keep working with you on the structured plan to improve things</p> <p><b>We may also....</b> Put in place a restorative consequence for you for 1 - 2 days, to help you reflect on what has happened</p> <p>This might be something like:</p> <ul style="list-style-type: none"> <li>• Early bedtime - up to 30 minutes</li> <li>• Community service, such as - washing dishes, cleaning communal kitchen or another area</li> <li>• Removal of devices or access to games room</li> <li>• Removal of privileges such as use of the Gym or Art Room</li> <li>• Restrict access to the other Boarding House</li> <li>• Grounding on campus</li> </ul> <p><b>We will...</b> contact your parents to let them know that we have some concerns</p> <p><b>You will...</b> work with the Boarding Team to really think about why this behaviour keeps happening and how you can make improvement in the future</p>



Example Behaviours	When it First Happens	If it Happens Again	If it Keeps Happening
<p><b>Behaviour in Boarding - Serious Concerns</b></p> <ul style="list-style-type: none"> <li>• Being in another person's bedroom without the door open.</li> <li>• Using abusive language towards another student or staff member</li> <li>• Low-Level Vandalism - Damaging or defacing other's, boarding or school property</li> <li>• Taking or use of another person's property without permission</li> <li>• Gross dishonesty</li> <li>• Overt defiance to Staff</li> <li>• Disrespect to staff or students</li> <li>• Leaving site without permission</li> <li>• Bullying behaviour (depending on the level of behaviour this could become a "Major Concern" at the discretion of the School Management)</li> <li>• Being a bystander to any bullying behaviour.</li> </ul>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the rules in Boarding</p> <p><b>We may...</b> ask you to take a "timeout" in your bedroom for around 10 - 30 minutes</p> <p><b>We will....</b> Put in place a restorative consequence for you for 1 - 2 days, to help you reflect on what has happened.</p> <p>This might be something like:</p> <ul style="list-style-type: none"> <li>• Early bedtime - up to 30 minutes</li> <li>• Community service, such as - washing dishes, cleaning communal kitchen or another area</li> <li>• Removal of devices or access to games room</li> <li>• Removal of privileges such as use of the Gym or Art Room</li> <li>• Restrict access to the other Boarding House</li> <li>• Grounding on campus</li> <li>• Attendance at a Community Service, or, Reflection and Study Session</li> </ul> <p><b>You will...</b> be asked to reflect on your behaviour in writing and in a meeting with a member of the Boarding Team</p> <p><b>You may...</b> be asked to attend a restorative meeting with anyone who has been impacted by your behaviour</p>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the rules in Boarding</p> <p><b>We may...</b> ask you to take a "timeout" in your bedroom for around 10 - 30 minutes</p> <p><b>We will....</b> Put in place a restorative consequence for you for up to 1 week, to help you reflect on what has happened.</p> <p>This might be something like:</p> <ul style="list-style-type: none"> <li>• Early bedtime - up to 30 minutes</li> <li>• Community service, such as - washing dishes, cleaning communal kitchen or another area</li> <li>• Removal of devices or access to games room</li> <li>• Removal of privileges such as use of the Gym or Art Room</li> <li>• Restrict access to the other Boarding House</li> <li>• Grounding on campus</li> <li>• Attendance at a Community Service, or, Reflection and Study Session</li> </ul> <p><b>You will...</b> be asked to reflect on your behaviour in writing and in a meeting with a member of the Boarding Team</p> <p><b>You may...</b> be asked to attend a restorative meeting with anyone who has been impacted by your behaviour</p> <p><b>We will...</b> contact your parents to let them know what has happened and that we have concerns</p>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the rules in Boarding</p> <p><b>We may...</b> ask you to take a "timeout" in your bedroom for around 10 - 30 minutes</p> <p><b>We will....</b> Put in place a restorative consequence for you for up to 2 weeks, to help you reflect on what has happened.</p> <p>This might be something like:</p> <ul style="list-style-type: none"> <li>• Early bedtime - up to 30 minutes</li> <li>• Community service, such as - washing dishes, cleaning communal kitchen or another area</li> <li>• Removal of devices or access to games room</li> <li>• Removal of privileges such as use of the Gym or Art Room</li> <li>• Restrict access to the other Boarding House</li> <li>• Grounding on campus</li> <li>• Attendance at a Community Service, or, Reflection and Study Session</li> </ul> <p><b>You will...</b> be asked to reflect on your behaviour in writing and in a meeting with a member of the Boarding Team</p> <p><b>You may...</b> be asked to attend a restorative meeting with anyone who has been impacted by your behaviour</p> <p><b>We will...</b> contact your parents to let them know what has happened and that we have concerns and ask them to join us for a meeting</p> <p><b>We will...</b> look at whether we need to support you further with a behaviour plan or consequences listed in the next category of "Major Concerns"</p>



Example Behaviours	When it First Happens	If it Happens Again	If it Keeps Happening
<p><b>Behaviour in Boarding - Major Concern</b></p> <ul style="list-style-type: none"> <li>• Violence against another student or a boarding parent</li> <li>• Serious bullying, whether in person or on social media</li> <li>• Other types of threatening conduct</li> <li>• Discrimination or discriminatory behaviour</li> <li>• Seriously irresponsible/dangerous behaviour which puts individuals or members of the community at risk</li> <li>• Use, possession or distribution of cigarettes including e-cigarettes.</li> <li>• Use, possession or distribution of alcohol</li> <li>• Use, possession or distribution of drugs</li> <li>• Use or possession of dangerous items such as weapons</li> <li>• Distribution of indecent or pornographic materials or images</li> <li>• Engagement in sexual activity of any kind</li> <li>• Theft</li> <li>• High-Level Vandalism</li> <li>• Leaving the Boarding House after hours.</li> </ul>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the rules in Boarding</p> <p><b>We may...</b> ask you to take a “timeout” in your bedroom for around 10 - 30 minutes</p> <p><b>We will....</b> Put in place an immediate consequence such as:</p> <ul style="list-style-type: none"> <li>• Grounding on campus</li> <li>• Early bedtime - up to 1 hour</li> <li>• Restricted access to other the Boarding House, Art Room, Gym or Games Room</li> </ul> <p><b>IF your behaviour has put you or someone else in danger</b> and we do not think it is safe to stay in Boarding at that time, we may require you to go to alternative accommodation off-site.</p> <p><b>We will then....</b> Reflect on what has happened and decide on a restorative consequence for you</p> <p>This will be something like:</p> <ul style="list-style-type: none"> <li>• In-school suspension up to 3 days</li> <li>• Grounding on campus up to 1 week</li> <li>• Awareness raising course/ project for all substance related incidents (drugs, alcohol, cigarettes, e-cigarettes) - where necessary this may be accompanied by mandatory addiction support</li> <li>• (the above can be used alone or in combination)</li> </ul> <p><b>You will...</b> be asked to reflect on your behaviour in writing and in a meeting with a member of the Boarding Team</p> <p><b>You may...</b> be asked to attend a restorative meeting with anyone who has been impacted by your behaviour</p> <p><b>We will...</b> work with you and your parents to create a Personalised Behaviour Plan to support you with not engaging in this type of behaviour in the future</p>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the rules in Boarding</p> <p><b>We may...</b> ask you to take a “timeout” in your bedroom for around 10 - 30 minutes</p> <p><b>We will....</b> Put in place an immediate consequence such as:</p> <ul style="list-style-type: none"> <li>• Grounding on campus</li> <li>• Early bedtime - up to 1 hour</li> <li>• Restricted access to other the Boarding House, Art Room, Gym or Games Room</li> </ul> <p><b>IF your behaviour has put you or someone else in danger</b> and we do not think it is safe to stay in Boarding at that time, we may require you to go to alternative accommodation off-site.</p> <p><b>We will then....</b> Reflect on what has happened and decide on a restorative consequence for you</p> <p>This will be something like:</p> <ul style="list-style-type: none"> <li>• In-school suspension up to 1 week</li> <li>• Suspension from Boarding up to 1 week</li> <li>• Suspension from school and Boarding up to 3 days</li> <li>• Grounding on campus up to 2 weeks</li> <li>• Weekly substance testing for all substance related incidents (drugs, alcohol, cigarettes, e-cigarettes) - where necessary this may be accompanied by mandatory addiction support</li> <li>• (the above can be used alone or in combination)</li> </ul> <p><b>You will...</b> be asked to reflect on your behaviour in writing and in a meeting with a member of the Boarding Team</p> <p><b>You may...</b> be asked to attend a restorative meeting with anyone who has been impacted by your behaviour</p> <p><b>We will...</b> work with you and your parents to review your Personalised Behaviour Plan to support you with not engaging in this type of behaviour in the future</p> <p><b>We will...</b> send a letter to you and your parents advising you that if this behaviour persists in the future we may need to consider whether Eerde is the right school for you</p>	<p><b>We will...</b> remind you of the Eerde Golden Agreements and the rules in Boarding</p> <p><b>We may...</b> ask you to take a “timeout” in your bedroom for around 10 - 30 minutes</p> <p><b>We will....</b> Put in place an immediate consequence such as:</p> <ul style="list-style-type: none"> <li>• Grounding on campus</li> <li>• Early bedtime - up to 1 hour</li> <li>• Restricted access to other the Boarding House, Art Room, Gym or Games Room</li> </ul> <p><b>IF your behaviour has put you or someone else in danger</b> and we do not think it is safe to stay in Boarding at that time, we may require you to go to alternative accommodation off-site.</p> <p><b>We will then....</b> Reflect on what has happened and decide on a restorative consequence for you</p> <p>This will be something like:</p> <ul style="list-style-type: none"> <li>• Suspension from Boarding for 2 weeks up to 1 month</li> <li>• Suspension from school and Boarding up to 1 week</li> <li>• Weekly substance testing for all substance related incidents (drugs, alcohol, cigarettes, e-cigarettes) - where necessary this may be accompanied by mandatory addiction support</li> <li>• (the above can be used alone or in combination)</li> </ul> <p><b>You will...</b> be asked to reflect on your behaviour in writing and in a meeting with a member of the Boarding Team</p> <p><b>You may...</b> be asked to attend a restorative meeting with anyone who has been impacted by your behaviour</p> <p><b>We will...</b> work with you and your parents to review your Personalised Behaviour Plan to support you with not engaging in this type of behaviour in the future</p> <p><b>We will...</b> In serious cases or in the event of persistent incidents, ask you to leave the school or to find alternative accommodation to boarding.</p>