



أكاديمية جيمس ويلينغتون واحة السيليكون
GEMS Wellington Academy
SILICON OASIS

PL116 Behaviour & Reward Policy

First Implementation date | September 2015

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GEMS Wellington Academy Silicon Oasis (GEMS WSO)

Our Mission

World Class, World Ready – a story for every child

Our Vision

To empower every student to follow their own pathways and opportunities within our diverse environment.

Our Values

Unity: At GEMS Wellington Academy, we celebrate the strength of our diverse community. We believe that through collaboration and mutual support, we can create an inclusive environment where every individual feels valued and empowered to contribute to our shared goals. Together, we forge strong connections that enhance our learning and development.

Integrity: Integrity is foundational to our school community. We uphold honesty, fairness, and respect in all interactions. Our commitment to acting with integrity means that we take responsibility for our actions and strive to create a culture of trust, where every member of the community is encouraged to do what is right, even when it is difficult.

Aspiration: We aspire to help every student reach their full potential. Our school environment encourages ambition and personal growth, inspiring students to set and achieve their goals. We believe that by fostering a culture of aspiration, we empower students to strive for excellence in all aspects of their lives, both academically and personally.

Our Policy

At GEMS WSO, we are committed to fostering a positive, respectful, and safe environment where every member of our school community is empowered to thrive. Our Behaviour Policy aims to support the social and emotional development of our students, ensuring they understand the importance of being **Ready, Respectful, and Safe** in all aspects of school life. Through consistent expectations and support strategies, we strive to cultivate a culture of empathy, responsibility, and positive relationships.

Ready, Respectful, Safe

Ready – Our students will come to school prepared to engage in learning and personal growth. We encourage a proactive mindset, where everyone strives for their best and demonstrates readiness through punctuality, preparedness, and a willingness to learn.

Respectful – Respect is at the heart of our community. We value diversity and promote kindness, empathy, and fairness in our interactions. Each individual's thoughts, feelings, and experiences are acknowledged and cherished.

Safe – We are dedicated to ensuring a physically, emotionally, and socially safe environment for all. Students are encouraged to express themselves and seek support, knowing that our school has a zero-tolerance policy towards bullying and discrimination.

Expectations for Behaviour

Our Behaviour Policy is built on a foundation of clear expectations that promote positive conduct throughout the school:

Active Engagement: Staff will be present in corridors, greeting students at the beginning and end of lessons to foster a welcoming atmosphere.

Orderly Movement: Students are expected to walk on the right side of the corridors in straight, sensible lines, contributing to a calm and orderly environment.

Calm Responses: We will approach challenging behaviour with composure, promoting a culture of empathy and understanding.

Focus on Positive Conduct: We pay first attention to best conduct, acknowledging and rewarding positive behaviours publicly while addressing misbehaviours privately.

Restorative Practices: We will implement restorative practices to address challenging behaviours, focusing on repairing harm and rebuilding relationships within our community.

Data-Driven

We recognise that effective behaviour management is vital for student success. We utilise a data-driven approach to monitor and support student behaviour consistently throughout the academic year.

Student Voice: We actively seek feedback from students through discussions, focus groups, and surveys to understand their needs and experiences related to behaviour in school.

Software: A combination of iSAMs, Class Charts, Go4Schools and PASS data forms the basis of monitoring, support and intervention.

Reward through Recognition

In alignment with the principle of 'first attention to best conduct', we acknowledge, recognise and share best practice through 'Praising in Public' which can take various forms - tutor time, class time, parental communications and assemblies.