



PHILIPPINE-EMIRATES PRIVATE SCHOOL L.L.C.

Abu Dhabi, United Arab Emirates

STUDENT BEHAVIOR POLICY

1. Introduction

Philippine Emirates Private School (PEPS) is committed to providing a safe, respectful, inclusive, and nurturing learning environment where all students are empowered to grow academically, socially, emotionally, and morally. PEPS believes that positive behavior supports successful learning and helps students become responsible global citizens who respect cultural values, diversity, laws, and the rights of others.

This Student Behavior Policy establishes clear expectations for student conduct, promotes positive behavior, outlines procedures for addressing misconduct, and ensures that all interventions are student-centered, restorative, fair, and aligned with applicable educational regulations and standards.

2. Policy Statement

This policy aims to:

1. Promote positive student behavior and responsible citizenship.
2. Foster a safe, respectful, inclusive, and culturally sensitive school environment.
3. Support students in developing self-discipline, accountability, empathy, and emotional regulation.
4. Establish a clear Student Code of Conduct.
5. Prevent bullying, harassment, discrimination, and unsafe behavior.
6. Provide fair and consistent procedures in addressing misconduct.
7. Ensure appropriate support and interventions for students with behavioral concerns.
8. Strengthen partnership among students, parents, and school personnel.
9. Uphold UAE national identity, values, traditions, and cultural respect.
10. Ensure compliance with ADEK policies and UAE laws.

3. Scope Policy

This policy applies to all students during:

- * School hours
- * School-sponsored activities and events
- * School transportation
- * Online learning platforms and digital interactions
- * Off-campus activities supervised by the school
- * Public situations where students represent PEPS while wearing the school uniform

4. Principles

PEPS believes that:

- * Every student has the right to learn in a safe and supportive environment.
- * Positive relationships are essential in building a strong school culture.
- * Student behavior must be guided through education, support, reflection, and restorative practices.
- * Discipline should be corrective rather than punitive whenever possible.
- * Respect for diversity, inclusion, and UAE cultural values must always be demonstrated.
- * Parents and guardians play an important role in reinforcing positive behavior.
- * Students with additional learning needs must receive fair and individualized support.

5. Positive Behavior Framework

PEPS promotes positive behavior through a whole-school approach that includes:

5.1 School Core Values

Students are expected to demonstrate:

- * Respect
- * Responsibility
- * Integrity
- * Kindness
- * Discipline
- * Inclusivity
- * Compassion
- * Resilience
- * Cultural Awareness
- * Environmental Responsibility

5.2 Positive Behavior Strategies

PEPS shall:

- * Recognize and celebrate positive behavior.
- * Implement classroom behavior expectations.
- * Provide social-emotional learning opportunities.
- * Conduct awareness programs on bullying prevention, digital citizenship, and emotional wellbeing.
- * Encourage student leadership and peer mentoring.
- * Promote restorative conversations and conflict resolution.
- * Provide behavioral guidance and counseling.
- * Engage parents in supporting student development.

5.3 Recognition and Rewards

Positive behavior may be recognized through:

- * Verbal praise
- * Certificates and awards
- * Merit points
- * Recognition during assemblies
- * Leadership opportunities
- * Classroom incentives
- * Appreciation letters to parents

6. Student Code of Conduct

All PEPS students are expected to:

6.1 Respect Self and Others

Students shall:

- * Speak politely and respectfully.
- * Demonstrate kindness, empathy, and fairness.
- * Respect personal space and boundaries.
- * Avoid bullying, harassment, discrimination, and harmful behavior.
- * Show sportsmanship during activities and competitions.
- * Respect diversity regardless of nationality, religion, gender, language, or ability.

6.2 Respect Learning

Students shall:

- * Attend school regularly and arrive on time.
- * Participate actively in learning.
- * Complete classwork, homework, and assessments honestly.
- * Follow classroom rules and teacher instructions.
- * Avoid disrupting the learning environment.
- * Bring required learning materials.

6.3 Respect the School Environment

Students shall:

- * Maintain cleanliness and proper hygiene.
- * Care for school property and facilities.
- * Use school resources responsibly.
- * Promote environmental awareness and sustainability.
- * Follow school safety procedures.

6.4 Respect UAE Culture and PEPS Identity

Students shall:

- * Respect UAE traditions, culture, religion, and national identity.
- * Dress modestly and follow the PEPS dress code.
- * Represent PEPS positively inside and outside the school.
- * Demonstrate behavior that reflects the values of the school and the UAE.

6.5 Digital Responsibility

Students shall:

- * Use technology responsibly and ethically.
- * Respect privacy and obtain consent before taking photos or videos.
- * Avoid cyberbullying and inappropriate online behavior.
- * Use digital devices only when permitted.
- * Follow the school's digital safety guidelines.

7. Bullying Prevention

PEPS maintains a zero-tolerance approach toward bullying.

7.1 Definition of Bullying

Bullying refers to repeated physical, verbal, social, emotional, or cyber actions intended to harm, intimidate, humiliate, or exclude another person.

7.2 Types of Bullying

Bullying may include:

- * Physical bullying
- * Verbal bullying
- * Social exclusion
- * Emotional bullying
- * Cyberbullying
- * Discrimination-based bullying

7.3 Prevention Strategies

PEPS shall:

- * Conduct anti-bullying awareness campaigns.
- * Teach respectful communication and empathy.
- * Provide reporting systems for students.
- * Monitor student interactions.
- * Support both victims and students displaying bullying behavior.
- * Involve parents when necessary.

7.4 Reporting Bullying

Students are encouraged to:

- * Report incidents to teachers, counselors, or school leaders.
- * Seek help immediately if they feel unsafe.
- * Support peers experiencing bullying.

All reports shall be handled confidentially and investigated promptly.



8. Levels of Misconduct

PEPS classifies misconduct according to ADEK guidelines.

8.1 Level 1 Offenses

Examples include:

- * Repeated lateness
- * Incomplete school materials
- * Uniform violations
- * Classroom disruptions
- * Sleeping during class
- * Failure to complete assignments
- * Unauthorized use of devices
- * Minor rule violations

8.2 Level 2 Offenses

Examples include:

- * Leaving class without permission
- * Skipping school activities
- * Physical altercations
- * Verbal insults
- * Minor vandalism
- * Unsafe behavior
- * Unauthorized use of mobile phones
- * Possession of prohibited tobacco-related items

8.3 Level 3 Offenses

Examples include:

- * Bullying or harassment
- * Academic dishonesty
- * Vandalism
- * Leaving school without permission
- * Recording others without consent
- * Assault without serious injury
- * Destruction of school property

8.4 Level 4 Offenses

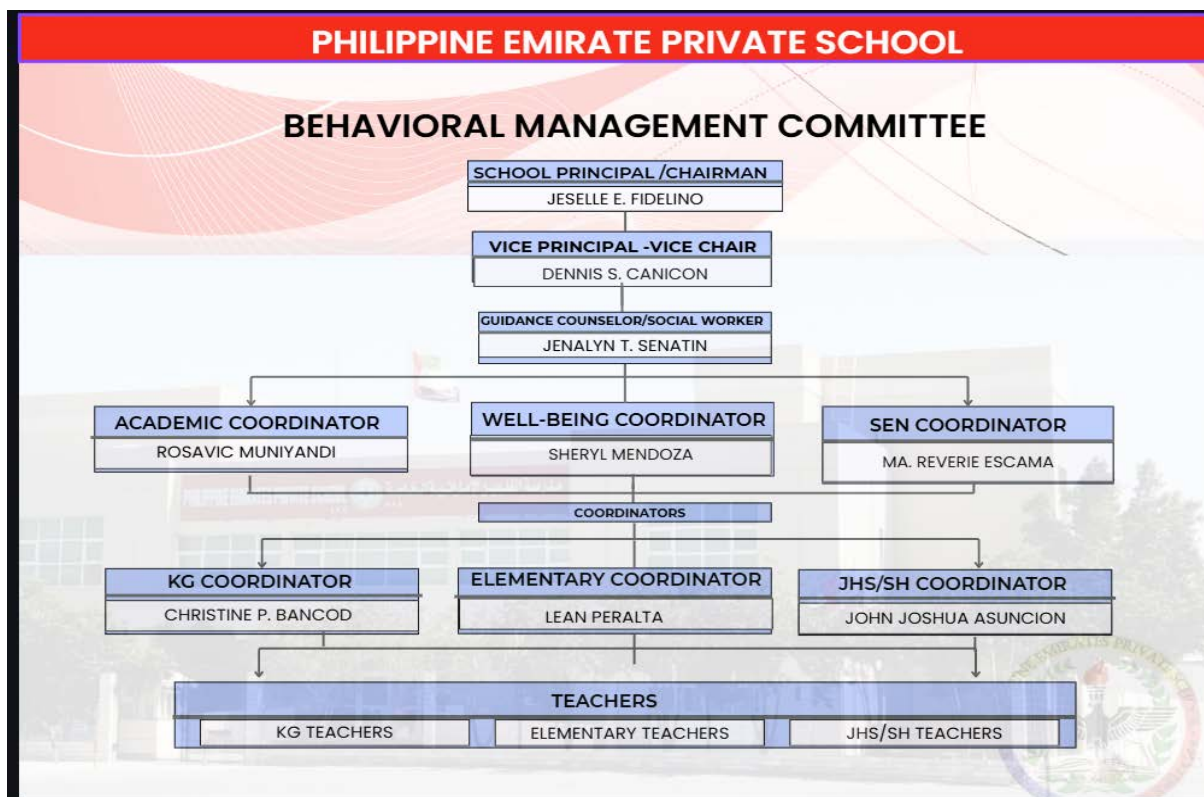
Examples include:

- * Possession of weapons
- * Sexual harassment or assault
- * Serious physical assault
- * Theft
- * Possession or distribution of prohibited substances
- * Illegal digital activity
- * Distribution of inappropriate or unlawful content



- * Persistent severe bullying
- * Actions violating UAE laws and cultural values

9. Behavioral Management Committee



* Refer to School Behavioral Management Committee for the Duties and Responsibilities

The committee shall:

- * Review serious behavioral incidents.
- * Ensure fair and consistent disciplinary decisions.
- * Recommend interventions and support plans.
- * Monitor behavioral cases.
- * Maintain confidentiality.
- * Coordinate with parents and relevant staff.



10. Disciplinary Procedures

Disciplinary Procedures (Refer to the Student Learner Manual/Parent Learner Manual)

PEPS follows a restorative and progressive disciplinary approach.

10.1 Possible Disciplinary Actions

The school Implement:

- * Verbal reminders and redirection
- * Reflection activities
- * Restorative conversations
- * Written warnings
- * Parent meetings
- * Behavioral contracts
- * Loss of privileges
- * Confiscation of inappropriate items
- * Supervised detention
- * Onsite suspension
- * Offsite suspension
- * Community service or restorative work
- * Expulsion subject to ADEK approval

10.2 Prohibited Disciplinary Practices

PEPS strictly prohibits:

- * Corporal punishment
- * Verbal humiliation or insults
- * Public shaming
- * Psychological punishment
- * Group punishment for individual behavior
- * Denial of food, water, or restroom access
- * Punishment that discriminates against students
- * Unauthorized confiscation of belonging

10.3. Staged Disciplinary Process

Level 1 Misconduct

First Offense

- * Verbal warning
- * Guidance and reflection

Second Offense

- * Written warning to parents

Third Offense



- * Parent conference
- * Behavioral intervention plan

Repeated Offenses

- * Referral to Behavioral Management Committee

Level 2 Misconduct

First Offense

- * Written warning
- * Parent meeting
- * Student undertaking

Second Offense

- * Onsite suspension up to 2 days
- * Intervention strategies

Third Offense

- * Final warning
- * Onsite suspension up to 3 days

Repeated Offenses

- * Possible offsite suspension or ADEK referral

Level 3 Misconduct

- * Immediate investigation
- * Onsite or offsite suspension
- * Parent notification
- * Behavioral Management Committee review
- * Final warning and intervention plan
- * Possible ADEK referral for expulsion

Level 4 Misconduct

- * Immediate offsite suspension pending investigation
- * Parent notification
- * Behavioral Management Committee review
- * Referral to authorities when necessary
- * Possible expulsion subject to ADEK approval





11. Support and Interventions

PEPS recognizes that behavioral concerns may arise from academic, emotional, social, or psychological factors.

The school provide:

- * Counseling support
- * Behavior intervention plans
- * Social-emotional learning interventions
- * Parent collaboration
- * Mentoring programs
- * Inclusion support for students with additional learning needs
- * Referral to external specialists when necessary

Students with additional learning needs shall receive individualized consideration in line with their documented learning plans.

11.1 Positive Handling

Positive handling shall only be used when necessary to prevent immediate harm to a student or others.

PEPS staff shall:

- * Use the least restrictive intervention possible.
- * Avoid excessive force.
- * Ensure the safety and dignity of the student.
- * Document all incidents.
- * Inform parents immediately.

Physical force shall never be used as punishment.

11.2. Attendance and Punctuality

Students are expected to:

- * Attend school regularly.
- * Arrive on time.
- * Submit valid excuses for absences.
- * Participate fully in school activities.

Frequent absences or lateness may result in intervention measures and parent meetings.

11.3. Appeals Procedure

Parents may appeal disciplinary decisions through the school's Appeals Committee.

Timelines

- * Suspension appeals: within 1 working day



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* Expulsion appeals: within 10 working days

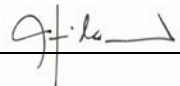
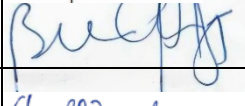
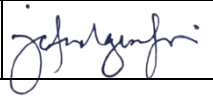
The Appeals Committee shall review the case fairly and communicate the final decision within ADEK timelines.

13. Confidentiality and Record Keeping

PEPS shall:

- * Maintain confidential behavioral records.
- * Document incidents, interventions, and disciplinary actions.
- * Protect student privacy.
- * Report serious incidents to ADEK when required.

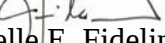
12. Document Review and Approval

Function	Name	Designation	Date	Signature
Final Approval	JESSELLE FIDELINO	School Principal	August 18, 2025	
Document Review	BERNARDO CINCO	Admin Director	August 18, 2025	
Document Review	SHERY MENDOZA	Well-being Coor	August 18, 2025	
Document Producer	JENALYN SENATIN	Social Worker	August 18, 2025	

Original

Approval/Authorization

This policy was formally approved by the school leadership and is effective from the date below.

- **Approved by:**  Jeselle E. Fidelino
- **Designation:** School Principal
- **Date Approved:** August 18, 2026

Next Review: August 20, 2026



POLICY APPROVAL AND REVIEW RECORD

Policy Title: Student Protection Policy

1. Review History

This policy is reviewed regularly to ensure continued relevance and compliance with school requirements and the standards of the Abu Dhabi Department of Education and Knowledge.

Review 1

- **Reviewed by:**
- **Designation:**
- **Date Reviewed:** _
- **Outcome:** ☐ No changes ☐ Updated (please specify)
- **Remarks (if any):** _____

Next Review Date:

Review 2

- **Reviewed by:**
- **Designation:** _
- **Date Reviewed:**
- **Outcome:** ☐ No changes ☐ Updated (please specify)
- **Remarks (if any):** _____

3. Current Status

☐ Policy remains active and in full effect

☐ Policy updated and reissued



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