



**Baleares International College**  
Mallorca  
an Orbital Education School



EXCELLENCE · RESPECT · RESPONSIBILITY · INTEGRITY · COMPASSION

# BIC Sa Porrassa **Student Behaviour Descriptors with Rewards and Sanctions**

January 2023



EXCELLENCE · RESPECT · RESPONSIBILITY · INTEGRITY · COMPASSION

# **BIC Student Behaviour Descriptors with Rewards and Sanctions**

## **What this document is:**

In our [Behaviour Policy](#), we outline the key values and ideals which inform the culture of Baleares International College. In this document, we give more concrete examples of the specific things we might observe in our students and how rewards and sanctions can be used to reinforce our expectations.

## **How this document should be used:**

For students and community members, we hope that this document will give a clear sense of what our expectations are and what they look like in practice. It should also make clear the types of response to expect from the school in response to our students' behaviours.

For staff and managers, this document should provide a useful framework to consult when considering the most appropriate response to a situation where they witness positive or negative behaviours in students.

## **What this document is not:**

This document is not exhaustive. If there are types of behaviour which do not appear in the document, this does not mean that we have no rules or regulations around it but rather we can use the principles and standards outlined in this document and our Behaviour Policy to guide our decisions towards reaching the next outcome.

The rewards and sanctions outlined in this document are not outcomes in and of themselves - the only outcomes we are interested in are the behaviours which promote a culture of Excellence, Respect, Responsibility, Integrity and Compassion.

This document is not an all-encompassing 'If you do *this*, then *this* is the outcome'... each situation needs to be judged on its own merits, in its own context and the final decision on an appropriate reward or sanction for a student rests with the school.



EXCELLENCE · RESPECT · RESPONSIBILITY · INTEGRITY · COMPASSION

<b>Positive Student Behaviour Descriptors and Rewards</b>	
The types of behaviours we want to see	The ways we reward these behaviours
<p><b>Excellence</b></p> <ul style="list-style-type: none"> <li>● Producing classwork or homework to the absolute best of your ability</li> <li>● Sustained improvement as the result of effort in the subject</li> <li>● Taking great care over the presentation of work</li> <li>● Taking part in competitions in or out of school</li> <li>● Participation in whole-school special events</li> </ul> <p><b>Respect</b></p> <ul style="list-style-type: none"> <li>● The student addresses all members of community in an appropriately courteous fashion</li> <li>● The student complies with all reasonable instructions from staff</li> <li>● The student takes care to comply with school policy</li> <li>● The student conducts themselves in lessons and school activities in a wholly appropriate manner</li> </ul> <p><b>Responsibility</b></p> <ul style="list-style-type: none"> <li>● The student takes on responsibility posts within the student leadership team</li> <li>● The student takes opportunities to assist fellow community members</li> <li>● The student ensures they are punctual</li> <li>● The student always has their correct equipment for all lessons</li> <li>● The student sets a positive example and is an excellent influence on peers</li> </ul> <p><b>Integrity</b></p> <ul style="list-style-type: none"> <li>● Involvement in charity or voluntary work</li> <li>● Display of honesty and consistency in character both in and out of school, online and offline</li> <li>● Alerting staff to issues arising</li> </ul> <p><b>Compassion</b></p> <ul style="list-style-type: none"> <li>● Showing empathy, tolerance and inclusion in class discussions, groupwork and general conduct</li> <li>● Seeking opportunities to support others in their difficulties</li> <li>● Demonstrating forgiveness and maturity in difficult situations</li> </ul>	<p><b>Tier One</b></p> <ul style="list-style-type: none"> <li>● House Points</li> <li>● Congratulations by staff member</li> </ul> <p><b>Tier Two</b></p> <ul style="list-style-type: none"> <li>● Phone-Calls and emails home</li> <li>● Sent to headteacher or principal's office</li> <li>● Special badge</li> <li>● Commendation in assembly</li> <li>● Your work or behaviour used as example to others</li> <li>● Mention in school newsletter</li> </ul> <p><b>Tier Three</b></p> <ul style="list-style-type: none"> <li>● Involvement in Rewards Trips at end of year</li> <li>● Awards during end of year awards ceremonies</li> </ul> <p><b>Tier Four</b></p> <ul style="list-style-type: none"> <li>● Placement in Student Leadership team, including Head Boy, Head Girl and other responsibility posts</li> </ul>



EXCELLENCE · RESPECT · RESPONSIBILITY · INTEGRITY · COMPASSION

<b>Negative Student Behaviour Descriptors and Sanctions</b>	
The types of behaviours we don't want to see	The ways we sanction these behaviours (all incidents will also be recorded on iSams)
<p><b>Mediocrity</b></p> <ul style="list-style-type: none"> <li>• The student has settled for producing work which is significantly below their best efforts</li> <li>• The student engages with lessons in a way which shows they are not invested</li> <li>• Work is regularly presented in a careless fashion</li> </ul> <p><b>Disrespect</b></p> <ul style="list-style-type: none"> <li>• The student has spoken to or acted towards another community member in a way which shows a lack of respect</li> <li>• The student has disobeyed an instruction from a member of staff</li> <li>• The student has deliberately disobeyed school policy</li> <li>• The student talks or conducts themselves in a way which is inappropriate for the school setting</li> <li>• The student does not follow the school dress code</li> </ul> <p><b>Abnegation of responsibility</b></p> <ul style="list-style-type: none"> <li>• The student has behaved in a way which has caused danger to themselves or others</li> <li>• The student has failed to assist a fellow community member when they reasonably should have</li> <li>• The student shows poor punctuality</li> <li>• The student does not bring correct equipment to lessons</li> <li>• The student seeks to negatively influence the behaviours of others</li> <li>• The student sets a bad example to other members of the community</li> </ul> <p><b>Lack of Integrity</b></p> <ul style="list-style-type: none"> <li>• The student demonstrates dishonesty</li> <li>• The student demonstrates online behaviours which call themselves or other community members into disrepute</li> <li>• Possession of prohibited substances or materials in school.</li> </ul> <p><b>Unkindness</b></p> <ul style="list-style-type: none"> <li>• All forms of bullying and interpersonal cruelty</li> <li>• All forms of cruelty based on an individual's race, gender, sexuality, social background or any other grouping</li> <li>• Any communication with or treatment of another community member with negative intention</li> </ul>	<p><b>Tier One</b> <i>Often for isolated incidents, sanctions administered by whichever staff member is</i></p> <ul style="list-style-type: none"> <li>• Reprimand from staff member</li> <li>• Behaviour point</li> <li>• Break or Lunch Detention</li> </ul> <p><b>Tier Two</b> <i>Often for repeated incidents of negative conduct or more serious infringements. Administered by any staff member in consultation with Head of House or Head of Department</i></p> <ul style="list-style-type: none"> <li>• After-school detention with SLT or Head of Department</li> <li>• Phone call home</li> <li>• Email home</li> </ul> <p><b>Tier Three</b> <i>Often for serious and/or repeated incidents of negative conduct. Administered by Heads of House or Heads of Department in consultation with Head of School or Principal</i></p> <ul style="list-style-type: none"> <li>• Meet with parent</li> <li>• Restorative conversations and interventions</li> <li>• Department report / Head of House report</li> </ul> <p><b>Tier Four</b> <i>Often for the most serious and/or repeated incidents. Administered by school leadership in consultation with Orbital</i></p> <ul style="list-style-type: none"> <li>• Community service</li> <li>• Re-education program</li> <li>• Fixed Term Exclusion</li> <li>• Permanent Exclusion</li> </ul>