



The Oxford School, Dubai

Attitudes And Behaviour

Corporal Punishment: Statement of Position and Follow - Up Protocol

- **Definition:** Corporal Punishment implies the deliberate inflictions of physical pain by hitting, spanking, slapping / or any other physical force used as a means of discipline. Corporal punishment comprises :
 - a. Beating
 - b. Pushing
 - c. Pulling roughly
 - d. Catching a child by collar, tie or belt
 - e. Twisting the arm
 - f. Smacking
 - g. Pinching
 - h. Pulling hair
 - i. Squeezing hand
 - j. Physical punishments like taking rounds of the field.
 - k. Standing with out-stretched arms etc.

Statement of Position

The Oxford School, Dubai emphasises and reiterates that it discourages teachers and other members of the staff from using Corporal Punishment as a medium to discipline children. The School follows 'No Touch' policy.

Awareness

- The staff members are constantly advised against the use of corporal punishment during staff meetings by the Principal, Vice Principal and the Supervisors. Timely reminders are given, if needed.
- Notices are regularly sent warning teachers against the use of corporal punishment against children.
- Staff members are categorically instructed that they refrain from using Corporal punishment against children at school, at school functions, on school outings or excursions.

Follow Up Protocol

In the event of a report of a staff member breaking this rule, the following protocol is applied:

- A committee is constituted comprising of the Principal / Vice Principal / Supervisors / Administration Manager.
- The alleged staff- member is questioned in the Principal's office.
- A written explanation is sought from the alleged staff member.
- Depending on the reply from the staff member, a letter of warning is issued to the staff member and the staff member is counselled.
- In extreme cases, the staff could be suspended from duty without pay.
- In the event of a repetition of the same by the staff, the matter could be referred to Ministry, KHDA recommending termination as per rules.

Support and Reinforcement:

All staff members are given viable alternatives to the use of corporal punishment.

1. Provide direct instruction to students in social skills and problem solving strategies.
2. Use positive reinforcement.
3. Refer students to a Counsellor.
4. Communicate with parents.
5. Apply logical consequences – losing the privilege to participate in activities.

Consider the use of suspension in extreme cases.

Exceptions

However, a teacher may use reasonable physical force, as necessary, to maintain discipline and control in the following circumstances.

1. For self defence as the defence of another
2. To prevent a pupil inflicting harm to himself or herself
3. To quell a disturbance that threatens physical injury to any person.
4. To obtain possession of a weapon or other dangerous object upon or within the control of a pupil

Sd/-
Principal