

File Name	Discipline and Positive Behaviour Management Policy - The SOBHA Academy
Reference	SKT - TSA POLICY - V - 003
Date	13-05-2025

1. Policy Statement

At The SOBHA Academy, discipline is seen not as a means of punishment, but as a vital tool for character development, self-regulation, and positive citizenship. Our approach integrates structure, mutual respect, and care, encouraging students to become responsible individuals aligned with the school's core values and national education goals.

2. Purpose

- Ensure orderliness for effective academic and co-curricular functioning.
- Create a chaos-free environment through clearly communicated routines and rules.
- Enhance focus and concentration to support academic success.
- Promote goal setting and self-motivation.
- Align student and staff behaviour with the Vision and Mission of the institution.

3. Objectives

- Promote a safe and secure environment for all.
- Build mutual respect and high self-esteem among students.
- Foster a positive school climate that encourages self-discipline.
- Emphasize correction over punishment.
- Guide students to demonstrate socially responsible behavior through internal motivation.

4. Vision

TSA aims to:

- Develop responsible, value-driven citizens.
- Provide holistic education that integrates intellect, emotion, and ethics.
- Instill mutual respect, self-awareness, and emotional intelligence.
- Use rules as preventive tools, not punitive threats.
- Encourage students to act with integrity and fairness.

5. Disciplinary Action Framework

For Students

Infraction Level	Response Mechanism
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Minor (e.g., incomplete work)	Detention, task completion during lighter periods, reflection sheet
Repeated Misconduct	Referral to School Counsellor, meeting with parents
Academic Malpractice	Suspension determined based on severity
Major Misconduct (e.g., substance use, vandalism)	Suspension or expulsion, following investigation and approval by Principal
Restorative Measures	Apology letter, extra duties (e.g., library help), leadership roles

For Staff

Infraction	Consequence
Professional Misconduct	Verbal/written Advisory Memo, time-bound for improvement
Insubordination	Demotion or reassignment
Gross Misconduct	Suspension, pending internal inquiry
Criminal/Legal Breach	Immediate termination (e.g., abuse, harassment, negligence causing harm)

6. Prohibited Disciplinary Actions (as per CBSE & RTE Act)

- ⊗ Corporal punishment
- ⊗ Public shaming
- ⊗ Verbal abuse
- ⊗ Meal/toilet denial
- ⊗ Isolation (e.g., standing outside classroom for extended periods)

7. Review and Amendment

This policy will be reviewed biennially or after any major incident or systemic change. Modifications must be approved by the Discipline Committee and the School Management Committee.

8. Document Control

VERSION	DATE	DESCRIPTION	APPROVED BY
1.0	13-05-2025	Initial Formalisation	Trustee Board