

Ringwood Ballet Group endeavors to provide students with a fulfilling experience of classical ballet, jazz and tap; this Policy is designed to allow that to continue safely and enjoyably for all involved, and to allow all students to reach their full potential.

### Purpose

Ringwood Ballet Group Inc has adopted a Code of Suggested Behaviour to ensure an enjoyable and creative atmosphere for all involved. The code outlines the expected behaviour of all students, members and staff. It is designed to allow us to continue to achieve our aims safely and enjoyably for all involved. This code is based on the Australian Guidelines for Dance Teachers, Parents Code of Behaviour, a document endorsed by the RAD.

### Students

- Respect yourself, your teachers and others
- Respect your property and the property of others and the Ballet Group
- Be positive about the efforts of all students
- Follow your teachers' instructions – they have your best interests in mind
- Attend all your classes in order to make your best progress
- Your best efforts will always be supported
- Enjoy yourself
- Seek adult assistance if you have any queries or need help

Any behaviour which makes another child feel uncomfortable is considered inappropriate.

Inappropriate behaviour is not acceptable and will be dealt with in the following way:

1. A general reminder will be given to the entire class or group involved, reinforcing the expectations outlined above.
2. A one-on-one discussion will occur between the teacher and student/s involved describing the inappropriate behaviour and outlining required improvements
- 3a. If there is no improvement, a follow up discussion will occur with the parent and the Artistic Director in the presence of a member of the Executive Committee. The class teacher may be involved if deemed necessary.

- 3b. Immediately following the discussion referred to in clause 3a, a follow up letter will be sent by post to the student's home address summarising the discussion and reminding the members that the consequence of continued inappropriate behaviour will be, without further discussion or warning, the invoking of Section 7.1 of the Constitution.
4. Should there still be no change in behaviour the Committee will be asked to invoke section 7.1 of the constitution.

### Members

(including parents, committee, honorary and ex-officio members)

The Code is intended to support all involved in reassuring the students that dance is for the student's enjoyment and that they are loved for their individual effort rather than the results they achieve.

- Encourage children to always participate according to the rules
- Teach children that an honest effort is as important as a victory so that results of each examination or performance are accepted without undue disappointment
- Children learn best by example. Praise the efforts all students
- Support all efforts to remove verbal, emotional or physical abuse from dance activities
- Support the discipline process in place to ensure inappropriate behaviour is managed
- Support the teaching process of Ringwood Ballet Group staff. Raise any concerns through the appropriate channels rather than question their teaching in public
- If you disagree with a teacher, an examiner or an adjudicator, raise the issue through the appropriate channels rather than question the official's judgement in public.
- These expectations include all parents currently serving on the Committee.

### Staff

(including Artistic Director, permanent and guest teachers, pianist, visiting musicians)

The Code for staff is based on the Australian Guidelines for Dance Teachers and covers:

1. Effective teaching methods
  - 1.1 Use appropriate teaching methods, including tactile teaching for the purposes of correcting dance technique.
  - 1.2 Use effective assessment and reporting procedures.
  - 1.3 Maintain expertise.
  - 1.4 Provide support for students' decisions making on training and careers.

2. Safe dance practice
  - 2.1 Encourage healthy lifestyles for dance students.
  - 2.2 Use knowledge of basic anatomy and physiology to enhance safe dance practice.
  - 2.3 Employ effective injury protection and management strategies.
  
3. Professional practice
  - 3.1 Adhere consistently to the Dance Industry Code of Ethics
  - 3.2 Demonstrate professional business practice
  - 3.3 Demonstrate professional integrity
  - 3.4 Maintain confidentiality
  - 3.5 Avoid conflict of interest
  - 3.6 Demonstrate ethical standards in publicity and advertising
  - 3.7 Chose appropriate business or teaching names

#### Process steps

1. Draft version released for feedback from members as an attachment to Newsletter – August 2002  
- Complete
2. Feedback to be submitted by 16<sup>th</sup> August, 2002 - Complete
3. Feedback collated and final version of policy compiled - Complete
4. Final version tabled for voting at Committee meeting – September 2002 - Complete
5. Agreed version of student rules displayed throughout the studios (Cathy P.)
6. *Policy distributed to all current members as an attachment to Newsletter – October 2002 – amended, point 9*
7. Policy distributed to all new members upon enrolment – process in place
8. *Policy reviewed in twelve (12) months – amended, point 10*
9. Policy distributed to all current members as well as new members at enrolment 2003 – Complete
10. Policy to be reviewed two (2) months after distribution.
11. Policy reviewed at committee meeting 18 February 2009.
12. Final version tabled for voting at committee meeting 18 March 2009 – complete.