



## BEHAVIOUR POLICY

<b>Policy:</b>	Behaviour	<b>Version:</b>	3.0
<b>reDrafted by:</b>	Cassie Bowman	<b>Person responsible:</b>	Committee of Management
<b>Approved by Committee:</b>	29/01/2020	<b>Scheduled review date:</b>	2022

### AIM

Ringwood Ballet Group Inc (RBG) endeavours to provide students with a fulfilling experience in the art of dance and to further the enjoyment and understanding of dance and its related arts in the community. 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.

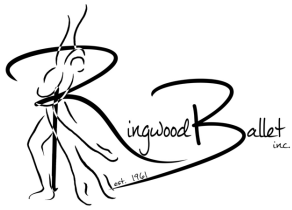
### BACKGROUND

RBG 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 Royal Academy of Dance (RAD).

### POLICY

#### Students

- Respect yourself, your teachers and others
- Respect your property and the property of others and the RBG
- Be positive about the efforts of all students



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 or committee member 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 Artistic Director or 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 email to the student's parents summarising the discussion and reminding the students and their parents 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.

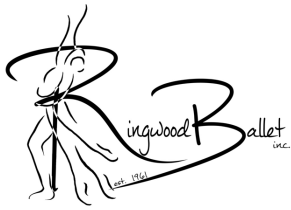
### Members

(including parents, committee members, 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 of 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 RBG 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.

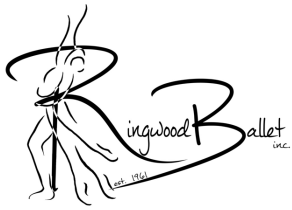
### Staff

(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 Choose appropriate business or teaching names





## AUTHORISATION

..... [Signature of Committee President]

..... [Name of Committee President]

..... /..... /20..... [Date of approval by the Committee of Management]

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