

NYB

National Youth Ballet

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National Youth Ballet Behaviour Policy Updated January 2018

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Registered Charity No. 1000932
Registered in England NO 2557811 whose registered office is at:
Betchworth House, 57-65 Station Road, Redhill, Surrey RH1 1DL

BEHAVIOUR POLICY

Introduction

National Youth Ballet (NYB) is a group built upon the principles of mutual respect, care and support. It is the expectation that all students will behave in a way that is civilised and civilising; that they will treat all in our group with kindness and respect; that they will not bring themselves, other students, or NYB into disrepute and that they will abide by the letter, as well as the spirit of NYB rules. NYB acknowledges their legal duties under the Equality Act 2010, in respect of safeguarding and in respect of students with special educational needs (SEN).

The aim of this policy is to:

- Promote and safeguard the welfare of all our student members
- Provide an orderly environment that supports artistic teaching and learning and enables students to make good progress according to their ability and strive to do their best
- Promote good behaviour, self-discipline and respect
- Provide an appropriate structure of rules, sanctions and rewards which are fairly and consistently applied
- Promote good manners and an appropriate regard for authority
- Prevent discrimination of any kind including race, gender, disability, sexual orientation, nationality, religion, human rights or any other factor
- Ensure that staff /volunteers consider whether the behaviour under review gives cause to suspect that a student is suffering, or is likely to suffer significant harm. In such a case, NYB will follow the safeguarding policy.

General Principals

- Minor incidences of poor behaviour will usually be dealt with by a member of staff, in a manner suitable to the nature of the incident. Repeated or more serious incidents are likely to be passed on to a more senior member of staff such as the Head of Pastoral Care or the Artistic Director
- The most serious behavioural concerns will usually be dealt with by the Artistic Director
- Matters of extreme seriousness will be referred to the Artistic Director
- When a student is interviewed in relation to a more serious incident they will be accompanied and supported by a member of the House team or another suitable member of staff. Parents do not attend such interviews to ensure consistency and fairness for all students
- In these circumstances, a student will always be given the opportunity to give their version of events and present any mitigating circumstances or issues. Students are, where relevant and possible, asked to provide a written 'statement' of events as soon after an incident has occurred as is practicable
- All serious disciplinary incidents will be dealt with as soon as it is possible to do so and all appropriate background information can be ascertained. It is not usual (unless there is a major welfare or safety concern) for serious matters to be dealt with in the evening (ie. outside normal working hours)
- All sanctions relating to serious behavioural issues will be recorded
- Although NYB rules relate primarily to residential life they also apply during theatre periods and outside events

Sanctions

The purpose of a sanction is to demonstrate that certain behaviours are not acceptable. It is also important to reinforce the difference between right and wrong, to deter other students from similar behaviour and to express the disapproval of the group. It is hoped that students who have received a sanction will be genuinely sorry for their actions and that the behaviour will not be repeated.

In general, sanctions should be proportionate to the circumstances. They take into account the student's age, any special educational needs or disability or religious beliefs. An informal sanction may include a conversation about areas of concern with a member of staff at a suitable time, such as the beginning or end of a lesson or rehearsal. Such sanctions are not recorded. A formal sanction will be recorded. The decision to sanction a student will only be made by a paid member of staff (or a member of staff authorised by the Artistic Director) on the premises being used by NYB. Parents will be informed when a formal sanction has to be put in place. In the most severe of situations the child may be asked to leave the NYB season.

House Sanctions

When a student's behaviour falls below expectations in the residential areas or rules are broken, the House Parent will take appropriate action and inform the Head of Pastoral Care. This could include a loss of free time and structured activity put in its place such as additional orderly duties in the residential area including tidying the common rooms, kitchen duties and other community-based tasks. These sanctions will be recorded by the House Parents and Head of Pastoral care will be informed. In the case of the behaviour being classed as severe, the Artistic Director will be informed.

Withdrawal from Class

Withdrawal from artistic class, for a fixed period, may be used when a student's behaviour has been unacceptable, or where there has been a repeated behavioural concern. A record of withdrawal will be kept.

General Points on Poor Behaviour whilst at the Theatre, Outside Events or Online

Students are expected to be excellent ambassadors for NYB at all times. Normal sanctions will apply if there is poor behaviour whilst at non-residential events. Inappropriate behaviour online, during any NYB events or out of season, which may impact on NYB or any of its members and associates, will be sanctioned by NYB.

Use of Restrainable Force

Force will only be used if a child or adult is at risk from another child displaying potentially harmful, dangerous or threatening behaviour.

Corporal Punishment

Corporal punishment is illegal in all circumstances and is never used or threatened by NYB.

Rewards

Recognising good behaviour is an essential process in the development of an orderly and happy time with NYB. Staff/volunteers are encouraged, and will look for ways to praise individuals and groups for good behaviour and acts of kindness which make a positive contribution to NYB life.

Offences

Some offences are liable to immediate exclusion and include the misuse of alcohol or drugs. These include: smoking under the age of 18, or repeated smoking for those students over 18 years of age in areas of no smoking. Serious bullying, cheating, plagiarism, disruptive or provocative behaviour. Note this list is illustrative rather than exhaustive.

A formal warning may be issued where he or she will be given a written warning, which includes stating the consequences if there is any repetition of the behaviour. In some circumstances a student may be given a Final Warning, which means that any repetition of the offence or any other serious breach of NYB regulations may lead to permanent exclusion. A student may be liable to permanent exclusion at the discretion of the Artistic Director. Where there is evidence that a criminal act may have occurred, NYB is likely to involve the Police (e.g. drugs, weapons, theft, assault, peer abuse and cyberbullying). In such situations we will make all reasonable efforts to keep parents and guardians informed.

Malicious Accusations Against Individual Staff, Volunteers and or NYB

Any student found to have made a malicious allegation against a member of staff or volunteer will see the Artistic Director and the staff or volunteer will be excluded. The Artistic Director, in consultation with the Chair of Trustees, will decide whether the exclusion is temporary or permanent.

Code of Conduct

Bullying (including cyberbullying) is a serious matter and it is always unacceptable. Students are expected to have good manners and to show respect and consideration for other students, staff and visitors to NYB. It is also very important that student members keep their dorm areas clean and tidy at all times:

Dining Hall - students should queue in an orderly manner. The dining hall must be left tidy after use and food should not be removed without permission.

Door Codes - are an important security measure and they should never be given out to other groups, parents or visitors.

Environment - students are expected to respect NYB environment by keeping personal and communal areas clean and tidy and by disposing of rubbish in the bins provided.

Hair - should always be neat and tidy and appropriate for artistic classes.

Internet / electronic equipment - students under the age of 14 must hand all electronic equipment to staff at bedtime.

Language - the use of offensive, abusive language and swear words is unacceptable at all times.

Mobile phones - must be switched off and not used during the artistic lessons, unless teaching staff have indicated that they will be needed for a specific purpose. All children under the age of 14 must hand them in at bed time.

Out of bounds - students should not go into areas which are out of bounds. Students should never leave the site being used by NYB without the permission of staff. Children over the age of 16 can sign out after classes but must be back in their dorm by 9pm. This is with prior written permission from their parents.

Punctuality - students are expected to be punctual for classes.

Relationships – students should not engage in a physical relationship with another student. Any concerns or worries about this should be addressed to staff in confidence.

Safety - students must always follow the school's instructions and guidance on health and safety.

Signing in and out - students must sign in and out when arriving at or leaving NYB premises (ie. venues for Summer School, performances, etc.) if over the age of 16 only. Younger children should not leave the premises.

Smoking, alcohol and drugs - smoking for children under the age of 18 (including the use of electronic cigarettes and other such items) and the use of alcohol or drugs is not permitted.

Studios - the highest standards of behaviour are expected from all members of NYB.

This policy was written by Nichola Packham

Head of Pastoral Care

12th December 2016

Adopted by and on behalf of the National Youth Ballet.

Mikah Smillie
Artistic Director
Signature and Date

Member of the Board of Trustees
Signature and date

Review Date 31 January 2019

