

Behaviour Policy **March 2019**

Behaviour Policy

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Introduction

National Youth Ballet 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 National Youth Ballet into disrepute, and that they will abide by the letter, as well as the spirit of National Youth Ballet rules. National Youth Ballet 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, National Youth Ballet will follow the guidelines set out in its Safeguarding Policy.

General Principles

- 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 (i.e. outside normal working hours).
- All sanctions relating to serious behavioural issues will be recorded.
- Although National Youth Ballet 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 National Youth Ballet. 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 National Youth Ballet Residential Performance Company.

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. The House Parents will record these sanctions and the 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 National Youth Ballet at all times. Normal sanctions will apply if there is poor behaviour whilst at non-residential events. National Youth Ballet will sanction inappropriate online behaviour either during any National Youth Ballet event or at any point during the year, which may impact on National Youth Ballet or any of its members and associates.

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 National Youth Ballet.

Rewards

Recognising good behaviour is an essential process in the development of an orderly and happy time with National Youth Ballet. 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 the shared life and activities of National Youth Ballet.

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 National Youth Ballet 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, National Youth Ballet is likely to involve the Police (e.g. drugs, weapons, theft, assault, peer abuse and cyber bullying). In such situations we will make all reasonable efforts to keep parents and guardians informed.

Malicious Accusations Against Individual Staff, Volunteers and or National Youth Ballet

Any student and/or company member found to have made a malicious allegation against a member of staff or volunteer will see the Artistic Director and 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 (in General)

Student members must always follow National Youth Ballet's instructions and guidance on health and safety.

The highest standards of behaviour are expected from all members of National Youth Ballet.

Student members are expected to be punctual for all classes, rehearsals and performances.

Hair should always be neat and tidy and appropriate for all classes, rehearsals and performances.

The use of offensive, abusive language and swear words is unacceptable at all times.

Bullying (including cyber bullying) 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 National Youth Ballet.

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.

Student members must sign in and out when arriving at or leaving National Youth Ballet premises (i.e. venues for Summer School, performances, etc.) if over the age of 16 only. Younger children should not leave the premises.

Student members must hand all electronic equipment to staff if requested. An example of this is during rehearsals at theatres.

Code of Conduct (Residential)

Dining Hall student members 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. Student members are expected to respect National Youth Ballet environment by keeping personal and communal areas clean and tidy and by disposing of rubbish in the bins provided. It is also very important that student members keep their dorm areas clean and tidy at all times.

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

Student members under the age of 14 must hand all electronic equipment to staff at bedtime.

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 bedtime.

Student members should not go into areas, which are out of bounds. Children should never leave the site being used by National Youth Ballet 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.

This policy was written in March 2019.

Adopted by and on behalf of National Youth Ballet.

Review date March 2020.