The Academy of Northern Ballet Policy on Promoting Good Behaviour

Information relating to this Policy:

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Checked by: David Nixon, Artistic Director, Northern Ballet and Academy Artistic Director

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Reviewed by Annemarie Donoghue: June 2019

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The Academy of Northern Ballet recognises that disordered eating is more common in dance than in the general population, and that the dance environment can sometimes be a high-risk one for individuals. Disordered eating may also be unrelated to dance – puberty and adolescence are themselves risk factors, and a combination of factors is often the cause. Nevertheless, we see prevention, identification and positive action around disordered eating as part of our remit because it is both unhealthy and dangerous to allow problems to go undetected, however they may have arisen. On the whole, we know that dance training can, and should be, a positive and healthy experience for young people. It is therefore our goal to work toward the promotion of healthy eating and positive body image alongside, and as a part of, our artistic and technical goals.

# Aims

The Academy is proud to offer a range of opportunities for young people to experience the highest quality classical ballet training, centred around an environment built on the key principles of mutual respect and care for one another.

We aim to create a positive, friendly and happy environment that fosters good relationships, encourages effective learning for all and creates the opportunity for all students to thrive, enjoy dancing and gain confidence.

All Academy students are expected to treat each other and all Academy staff with consideration, courtesy and the up most respect.

It is the Academy’s belief that all students and adults should be valued equally.

## The aim of this policy is to:

1. Set out the Academy’s statement of behaviour principles
2. Promote good behaviour, self-discipline and respect
3. Ensure all students and parents/carers are aware of what constitutes acceptable behaviour and what does not

This policy should be read in conjunction with the Academy’s Anti-Bullying Policy & Northern Ballet’s Safeguarding Policy.

The policy is written with reference to the DfE guidance in *Behaviour and Discipline in Schools: Advice for head teachers and school staff* (February 2014) and takes account of the Academy’s duties under the Equality Act 2010.

# Statement of Behaviour Principles

The Academy of Northern Ballet provides world class training for children and young people from many difference walks of life, providing a caring environment which strives to offer all students a positive training and learning experience.

The Academy has high expectations of behaviour and encourages good habits from the moment a young person becomes an Academy student. Outstanding behaviour is praised and nurtured in order to create an environment conducive to maximising students’ learning potential and individual achievements.

All staff have a responsibility to ensure that students maintain the highest standards of behaviour at all times, whether this be in the studio, in the changing rooms, around the building or whilst representing that Academy at an external venue.

Staff and students must work together in promoting acceptable behaviour, and in addition parental/carer support is essential in promoting positive behaviour in students and respect.

## We expect the Academy to be a place where:

* Rules and guidelines balance individual needs and the needs of the Academy as a whole
* Students learn to take responsibility for their own behaviour, are able to learn from mistakes and willing to build resilience as developing adults
* Praise and encouragement are used effectively to promote achievement, promoting strong and positive relationships between all both students and Academy staff
* Rewards and the use of appropriate disciplinary measures are applied fairly and consistently

The Academy recognises and is committed to the safeguarding of students and the promotion of their welfare as the highest priority.

## We also expect the Academy to be a place where each student is:

* Respected and has valued as unique individuals
* Students are encouraged to achieve their full potential as individuals
* Each and every student will be listened to and, where required, given the relevant support
* No student will be discriminated against for any reason including Age; Colour; Special Educational Needs; Disability; Ethnic or National Origin; Cultural Background; Gender and Gender Reassignment; Pregnancy or Maternity; Marital Status; Nationality (including citizenship); Race; Religion and Belief; Linguistic Background; Sexual Orientation; Family Responsibilities; Sporting, Artistic or Academic Ability
* Encourage to develop as a person, make progress, work hard, and think for themselves and take responsibility for their own learning and development
* Not discriminated against because they have made a reasonable complaint about the Academy

## We expect all Academy students to:

* Follow the Academy’s Code of Conduct
* Respect others
* Be kind to others
* Take responsibility for themselves
* Work hard
* Avoid at all times aggressive or bullying behaviour
* Put their point of view across sensibly and sensitively
* Be accepting of and open to Academy expectations with regards individual training and willing to accept constructive criticism or correction
* Learn to deal with things positively and honestly when they go wrong
* Work in partnership with teachers and other staff to develop their own abilities and ideas
* Think and work creatively and honestly

# Responsibilities

* The Academy Directors have responsibility for setting the general principles that inform behaviour policy at the School
* The Directors of the Academy and Designated Safeguarding leaders, working in conjunction with Programme Managers, will provide guidance to members of staff on managing and improving students’ behaviour consistently and fairly, and support members of staff in applying sanctions where necessary
* Teaching staff should promote good behaviour in all of their lessons, whether in classrooms or studios, through delivering well prepared, engaging lessons and challenging any unacceptable behaviour in class
* Each member of the Academy has responsibility for promoting good behaviour and respect for others through maintaining high personal standards in all their dealings and through challenging any inappropriate behaviour they witness
* Students should demonstrate respect at all times towards other members of the school community and those beyond it, acting in a way that upholds the principles and ethos of the school
* Parents should support their children in behaving appropriately and support the Academy in its attempts to uphold its core values

# Equalities

The Academy has a duty to ensure that all students are treated fairly, in line with the Equalities Act 2010. Where a student has an identified disability or another factor that should be taken into account, such as a mental health problem, this will be given due and appropriate regard when assessing an incidence of poor behaviour. No student will be sanctioned when their behaviour is the result of a disability, mental health problem or other protected characteristic as laid out in the Equalities Act 2010. However, there may be occasions where actions need to be taken to assure the safety of the individual concerned or the wider academy community; this may include creating a bespoke behavioural contract which specifically details expected behaviour and the support package in place.

# Dealing with incidents

* Any incidents relating to unacceptable behaviour should be reported directly to the Programme Manger
* Incidents will be recorded on a secure system which is inline with current GDPR guidelines
* Dependant on individual cases the Academy will carry out a full investigation into any incidents concerning behaviour which does not meet the principles outlined in this policy, resulting in an appropriate course of action which may include one or more of the following:
	+ A meeting with students/parent/carer with the appropriate Programme Manager to discuss the issues raised
	+ A verbal warning
	+ An email/formal written warning should it be decided that there has been enough evidence to suggest behaviour falls short of adhering to the Academy’s standards to promote good behaviour
	+ A Positive Behaviour Agreement, based on discussions with the student/parent/carer may be put in place should the Academy decide this is required
	+ Internal exclusion from classes
	+ Permanent exclusion following a thorough investigation carried out by the Safeguarding Lead officers in conjunction with support from Northern Ballet’s Board of Directors. All exclusions must be approved by the Artistic Director and a Board Level Representative.

Corporal Punishment is never used at the Academy in any circumstances.

# Bullying

The Academy takes issues around bullying extremely seriously and will deal with any such issues using the full possible range of actions outlined in this policy, up to and including permanent exclusion.

Bullying, and the school’s approach to creating a safe environment for all students, is discussed in the Academy’s ‘Anti-Bullying Strategy’.

# Complaints Procedure

Any person wishing to complain about any issue dealt with by this policy should report concerns to the Programme Manager, Designated Safeguarding Leaders, or a member of Northern Ballet’s Board of Directors’.