

RLDA BEHAVIOUR POLICIES INCLUDING ANTI-BULLYING

ROMY LOUISA DANCE ACADEMY BEHAVIOUR POLICIES INCLUDING ANTI-BULLYING

Date of last review: 20/08/2024

To be reviewed next before/on: 20/08/2026

Behaviour Policy for STUDENTS of RLDA:

Purpose and Statement:

Children's learning in all areas, academic, social and personal is best supported in an environment where children feel happy, safe, valued and motivated to achieve. At RLDA we create a positive learning environment that ensures our approach to behaviour management and discipline is consistent and understood by all staff, pupils and parents.

We firmly believe that the best way to ensure high standards of discipline is to recognise achievement and celebrate success. To support this, we believe that RLDA needs a system of rewards for good and improving behaviour and sanctions where standards fall below our expectations. These rewards and sanctions must be applied consistently and fairly.

Main Aims for the policy:

- To outline RLDA expectations of behaviour and the systems used
- To ensure we promote and develop good behaviour
- To promote good choices which lead to effective relationships so that everyone can support each other, work together and learn well
- To help children to become positive, responsible and increasingly independent members of RLDA and wider community

The following policy is based on the below principles:

- All members of the RLDA community have a right to expect that they learn and learn in a safe place.
- RLDA expects every member of its community to behave in a considerate way towards others.
- There will be a zero tolerance of violence, threatening behaviour and disorderly conduct, including abuse in all forms, against RLDA staff or other members of the RLDA community.

Where such behaviour does occur, action will be taken to deal with the person or persons concerned.

Expectations:

We believe that good behaviour is essential to enable all our pupils to achieve their full potential. Good behaviour promotes effective learning; effective teaching and learning promotes good behaviour.

No student will be allowed to behave in a manner which adversely affects the learning opportunities of others.

We believe it is important for children to be aware of their behaviour and its impact on others. Pupils need to take responsibility for their behaviour and be actively involved in finding solutions.

The school has a set of golden rules of behaviour which are aimed at promoting respect, honesty and good relationships, so that students can work together in a supportive atmosphere with the purpose of helping everyone to learn, to be creative, to grow emotionally and physically and to be happy.

Do be gentle	Do not hurt anyone
Do be kind and helpful	Do not hurt people's feelings
Do work hard	Do not waste your and other people's time
Do look after property	Do not waste or damage things
Do listen to people	Do not interrupt
Do be honest	Do not cover up the truth

RLDA expects every member of the school community to behave in a considerate way towards others. Central to this is choice: we refer to good choices and bad choices. By using the language of choice, we:

- promote self-management of behaviour and enable some reflection on what behavioural choices exist;
- avoid labelling children – instead we refer to the choices we all make and that we should always try to make good choices.

Praise is key to nurturing motivated, engaged children who make good choices and consequently build positive relationships. Throughout school, we aim to 'catch' good behaviour.

Children are encouraged to make good choices at all times. They will be supported to:

- follow the golden rules

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- understand what good behaviour means
- be aware of their behaviour and its' impact on others
- take responsibility for their actions
- learn to care for themselves and each other

Staff Will:

- Ensure all children are clear about our expectations of behaviour at the beginning of the term and remind them during classes
- Treat each child fairly, with respect and understanding
- Regularly discuss the golden rules and remind children of RLDA's expectations
- Plan quality learning tasks which engage and motivate learners
- Praise good choices, behaviour and achievements
- Ensure they are fully familiar with the children's needs and make every effort to be positive, motivational and inspiring – thus minimising the risk of poor behaviour during lessons
- Follow the guidance in the disciplinary policy in a fair and honest way
- Use RLDA guidance to ensure they are consistent when deciding on consequences
- Keep a record and relevant notes on any misbehaviour
- Keep parents/carers informed about their child's behaviour and relationships
- Ensure the health, safety and welfare of all children

Bullying/Violence:

RLDA has a zero-tolerance bullying and violence policy.

Students who bully other members of the RLDA community and/or use physical violence will have their membership revoked and they will be asked to leave.

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding property, threatening gestures)
- Physical - pushing, kicking, biting, hitting, punching or any use of violence
- Racial - racial taunts, graffiti, gestures etc.
- Homophobic - because of, or focussing on the issue of sexuality
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing etc.
- Cyber - All areas of internet, such as email and internet chat, Twitter, Facebook misuse etc. Mobile threats by text messaging and calls, Misuse of associated technology, i.e. camera and video facilities, Ipad, games consoles etc.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Students must not hesitate to report bullying to any adult on site. Volunteers and staff will help any student/family who are the victim of any of these behaviours. Staff will investigate any allegation of bullying, which may result in any perpetrator being asked to leave.

Staff remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

The ethos and working philosophy of RLDA means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded.

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Anti-bullying statements:

All teachers will:

Be committed to providing a caring, friendly relationship and a safe environment for all our pupils

Be aware that bullying of any kind is not acceptable

If bullying does occur, all pupils should be comfortable in reporting all incidents, and that it is seen to be dealt with promptly and efficiently.

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

All staff have an obligation to respond quickly to issues of bullying

Procedures

A Teacher Must:

Record and report all bullying incidents to Romy Hodgesl.

Investigate thoroughly and stop any threat or actual incident immediately

Attempt to change the behaviour of the bully

The pupil must be asked to GENUINLEY apologise

If possible, reconcile the pupils

Monitor cases to prevent re-occurrence

Serious incidents must be reported to parents and they will be asked to meet to discuss the problems. Teachers must be present at this meeting, which will usually be before or after classes. In serious cases, suspension or exclusion from the school will be considered. If necessary or appropriate, the police will be informed.

Special Needs:

Whilst every effort is made to ensure our procedures support children to make good choices, we know that some children have additional needs. When this happens, we will work closely with parents/carers to provide additional interventions which may include:

- Establishing an individual behaviour plan
- Support from the parents

RLDA is unable to provide 1-to-1 support, which is made clear to any parent at the time of booking should they disclose additional needs information to us.

RLDA will do everything within our power to integrate children with additional needs into our classes, however should behaviour become disruptive in any way, RLDA must reserve the right to ask children to rescind membership

Behaviour Policy for PARENTS of RLDA:

The following policy is based on the below principles:

- All members of the RLDA community have a right to expect that they learn and learn in a safe place.
- RLDA expects every member of its community to behave in a considerate way towards others.
- RLDA expects every member of its community to be committed to safeguarding and child protection and would not knowingly ever want to harm a young person in any way.
- There will be a zero tolerance of violence, threatening behaviour and disorderly conduct, including abuse in all forms, against RLDA staff or other members of the RLDA community.
- Where such behaviour does occur, action will be taken to deal with the person or persons concerned.

Parents' Code of Conduct

RLDA has a code of conduct for parents. The purpose is to provide a reminder to all parents, carers and visitors about the expected conduct. This is so we can continue to flourish, progress and achieve in an atmosphere of mutual understanding.

RLDA expects parents and carers to:

- Respect the caring ethos of the charity
- Understand that parents and tutors need to work together for the benefit of children
- Demonstrate in their own behaviour that all members of the community should be treated with respect
- Seek to clarify a child's version of events with RLDA view in order to bring about a peaceful solution to any issue
- Correct their own child's behaviour, especially where it could lead to conflict
- Approach RLDA staff to help resolve issues

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- Avoid using staff as threats to admonish children

In order to support a peaceful and safe learning environment, RLDA does not tolerate:

- Disruptive behaviour which interferes or threatens to interfere with the operation of a class or other area of grounds
- Loud or offensive language, swearing, cursing or displaying temper
- Threatening to do actual bodily harm to a member of RLDA staff, visitor, parent/carer or pupil
- Damaging or destroying RLDA property
- Sending abusive or threatening emails, text/voicemail/phone messages or other written communication
- Defamatory, offensive or derogatory comments regarding RLDA or any of the pupils/parents/staff at RLDA on facebook or other social media sites
- The use of physical aggression towards another adult or child. This includes physically punishing your own child on school premises
- Chastising someone else's child
- Smoking, or consuming alcohol or drugs whilst on school property

If any of these behaviours occur, RLDA may contact the appropriate authorities and, if necessary, ban the offending adult from entering school grounds or office.

We expect parents and carers to:

- Be aware of RLDA's expectations of behaviour
- Celebrate their child's achievements and show an interest in their RLDA classes
- Ensure that children arrive at RLDA on time
- Work with RLDA to model high expectations of behaviour
- Work with RLDA to support us in improving children's behaviour
- Act promptly at the request of RLDA in the instance of a discipline problem
- Support RLDA decision when applying consequences