



En Pointe Theatre Arts Ethical Behaviour Policy

Who are we

En Pointe Theatre Arts is an independent dance school based in Cardiff, South Wales.

Purpose and statement

The purpose of this policy is to support and maintain the wellbeing of all our students, staff and local community.

The principles and processes of the ethical behaviour policy will ensure students understand what it means to be Ready, Respectful and Safe and understand how to behave ethically in order to learn, progress and succeed both as individuals and as part of a community.

The behaviour management policy for En Pointe Theatre Arts is founded on the basis of the rights and responsibilities of all members of the company's community. Its aim is to underpin core purpose across the company in supporting and maintaining the wellbeing of the company community.

The language and behaviour management amongst staff and students, and communication with parents and guardians, will be expressed in terms of rights and responsibilities.

Community cohesion, collaborative learning and service in the local community are at the core of all behaviour expectations.

En Pointe Theatre Arts will take a positive approach to behaviour management with an emphasis on rewards as well as sanctions, all aimed at supporting learning. Systems and processes will be in place to ensure that incidents of poor behaviour are dealt with consistently, effectively, and fairly, and that excellence and effort will be recognised and rewarded.

En Pointe Theatre Arts will share its behavioural requirements with all students, while at the same time recognising that all students are different and may require different levels of support. Assertive measures and restorative justice will be the core approaches to behaviour management.

Staff, students and parents will work collaboratively to understand how behaviour impacts on learning across En Pointe Theatre Arts. The core language of being ready, respectful, and safe will be central to En Pointe Theatre Arts' lexicon.

Our emphasis on community, cohesion, wellbeing and rights and responsibilities across En Pointe Theatre Arts is that any forms of discrimination will not be tolerated.

Students and staff will develop together an understanding of ethical behaviour and ethical decision-making for complex moral issues at a personal and a professional level with the signed permission of their parents or guardians.

Roles and responsibilities of staff

- All staff will expect from, and model, all students the highest standards of behaviour
- To model and exemplify humility, honesty and fairness to all colleagues and students alike at all times
- Staff have the right to be treated with respect and politeness by all students. When this does not occur, the processes laid out within the policy will endeavour to ensure that a fair resolution is reached that will allow all parties to move forward positively
- To practise assertive discipline and restorative justice as the two core approaches to behaviour management across En Pointe Theatre Arts. Both of these approaches are based on the concepts of rights and responsibilities.
- Suitable sanctions will be imposed where and when necessary

- All staff will share in the understanding that outstanding learning and innovative teaching can only occur where a rigorous and robust behavioural policy works effectively
- Staff will be encouraged and supported to use their own professional judgement when faced with challenging circumstances
- All staff will use wisdom and judgement to understand that systems and procedures will on occasion have to be adapted and sometimes circumvented in light of individual circumstances that arise within a complex working environment

Roles and responsibilities of students

- Students at En Pointe Theatre Arts will be expected to behave in a Ready, respectful and safe manner at all times. As representatives of En Pointe Theatre Arts, they will be expected to behave in an appropriate manner outside of the studio as well as inside.
- Students will understand that a key principle of En Pointe Theatre Arts is to take a positive approach to behaviour management through a rewards process
- Students will strive to fulfil behaviour expectations as a result of the positive ethos and community spirit of En Pointe Theatre Arts rather than reacting to the threat of sanction.
- The culture of accepting one's responsibilities, respecting others' rights, knowing their own rights and carrying out their duties will be at the core of the day to day approach to learning at En Pointe Theatre Arts
- Students will wear their En Pointe Theatre Arts uniform with pride. Wearing the uniform smartly and in line with En Pointe Theatre Arts uniform policy is a key part of following En Pointe Theatre Arts ethical behavioural policy
- To adhere to the anti-bullying policy and the law in their behaviour. Gross misconduct can lead to permanent exclusion - please see our exclusion policy
- Once investigated, if proven, examples of actions that would lead to permanent exclusion include:
 - a) Continuous disrespectful behaviour towards members of staff or students
 - b) Serious actual or threatened violence against a student or member of staff
 - c) Sexual misconduct
 - d) Supply of an illegal drug, or the severe misuse of an illegal drug
 - e) Carrying an offensive or replica weapon

Roles and responsibilities of parents and guardians

- To understand that a key principle of En Pointe Theatre Arts is to take a positive approach to behaviour management through a rewards process. Parents and guardians will understand that if a student chooses not to follow these minimum expectations, then they will face a suitable sanction
- To actively support and encourage students' application of En Pointe Theatre Arts culture of Excellence, positivity, community and dream in their day to day approach at En Pointe Theatre Arts
- To aid students' adherence to En Pointe Theatre Arts uniform policy
- Communicate with staff in a polite and respectful manner

Teachers should insist on decent, responsible behaviour from their students. Students need this type of behaviour, parents want it, the community at large expects it, and the educational process is ineffective without it.

A creative and collaborative approach to teaching and learning across En Pointe Theatre Arts must be combined with an approach by staff where there is structure and discipline. Teachers have basic educational rights and responsibilities including:

- The responsibility to establish optimal learning environments
- The right to request and expect appropriate behaviour
- The right to receive help from colleagues and parents when it is needed

Students have basic rights, responsibilities and duties in the classroom, including:

- The right to have teachers who help limit inappropriate, self-destructive behaviour
- The responsibility to choose how to behave, with a full understanding of the consequences that will follow automatically from their choices

Assertive measures

Assertive measures are a key approach to ensure the rights and responsibilities of all members of the En Pointe Theatre Arts community are upheld. The teacher communicates clearly his/her expectations to students and follows up with appropriate and consistent actions which do not violate the best interests of the students.

- Use hints, questions, and I messages rather than demands or requests for appropriate behaviour
- Follow up with promises (reasonable consequences, previously established) rather than with threats
- Be assertive in confrontations with students, include the use of statements of expectation, indicate consequences that will occur and not why action is necessary

To become more assertive, teachers should do the following:

- Practice assertive response styles
- Set clear limits and consequences
- Use follow-up procedures that are consistent
- Make specific assertive measure plans and rehearse them mentally
- Write things down; do not trust to memory
- Practice the 'broken record' technique when reinforcing expectations
- Ask colleagues and parents for support in your efforts to help students

Restorative justice

Restorative justice at En Pointe Theatre Arts views misconduct, primarily as a violation against people and relationships in the company and wider community rather than just 'rule breaking' and therefore a violation of the institution. Restorative justice means that the harm done to people and relationships needs to be explored and that harm needs to be repaired. Restorative justice provides an opportunity for students and staff to practice participatory, deliberative democracy in their attempts to problem-solve around those serious incidents of misconduct that they find so challenging. It also provides an opportunity to explore how the life chances of students (whether offenders or victims) and their families may be improved, and how all parties can learn to move forward to minimise the risk of further harm.

RESPECT - for all members of En Pointe Theatre Arts community by listening to others' opinions and learning to value them

RESPONSIBILITY - Taking responsibility for your own actions

REPAIR - developing the skills within the En Pointe Theatre Arts community so that its individual members have the necessary skills to identify solutions that repair harm and ensure disruptive behaviours are not repeated

RE-INTEGRATION - working through a structured, supportive process that aims to solve the problem and allows students at En Pointe Theatre Arts to be provided with the support they need to progress at En Pointe Theatre Arts

Monitoring and Evaluation

Monitoring and evaluation of the impact of our ethical behaviour policy will be done once a year by:

- Danielle Emms, who can be contacted on:
 - danielle@enpointetheatrearts.co.uk
 - 07858572884