

Code of conduct

Anti-Bullying, Student Wellbeing

Balmoral Highland Dancing Society Inc. (BHDS) is governed by a committee of volunteers that aim to uphold the values and integrity of the club ensuring the best possible opportunity for students to learn the art of highland dance. Classes are taught by trained and accredited teachers who operate within the rules of the Victorian Scottish Union (VSU). The club began in 1964 and throughout this time has continued to provide a warm and friendly environment for all students, teachers and parents. In 2011 Victorian laws regarding discrimination, bullying and harassment were extended to include community clubs and schools including staff, volunteers and participants. BHDS is committed to ensuring that we operate a club that is free of bullying and harassment of any description adopting a 'zero tolerance' policy that provides a platform to support the rights of all club members and their children. The committee has developed a Code of Conduct to ensure that all students, teachers, parents and visitors are treated respectfully and without discrimination. The code is a set of key guidelines for which every member and their families are expected to comply and uphold with a specific focus on students, teachers and parents.

BHDS recognises the vulnerability of its students in terms of age ranges and therefore aims to be proactive in providing a safe and secure club environment. Bullying, harassment and intimidation is a serious offense which impacts upon a person's self-esteem and can cause other associated issues. It is our belief that collectively the club community can work toward reducing the potential of bullying and harassment including all other inappropriate behaviours through clear communication strategies coupled with a code of conduct guide. The committee welcomes all students, teachers and parents to make contact should a problem arise with all information to be treated as strictly confidential.

Purpose

To implement a policy that aims to protect as well as uphold and safeguard the rights including the wellbeing of all club members and their families being students, teachers, parents and visitors. To promote the club's values and model appropriate behaviour through a collaborative and respectful approach. To ensure the BHDS operates in accordance with professional dance codes and VSU guidelines.

Values

The purpose of the Association is to promote and further the interests of Highland and National Dancing, for the benefit of its members. There are a number of basic aims which the membership considers to be non negotiable and are, we believe, the reason for our ongoing success.

1. To make dancing FUN at all levels.
2. To encourage participation at all levels.
3. To value every person in the club for their contribution - what ever that may be.
4. To promote self worth and respect for others at every level.
5. To encourage every dancer, regardless of their level of ability and applaud any personal achievement.
6. To uphold pride in being a Balmoral and part of the Victorian Scottish Union.
7. To support each other at every level and put fellowship ahead of winning.

Each dancer should be encouraged to perform to the best of their ability and to have their progress measured against previous personal performances rather than against that of the group or other individuals.

Definition

Bullying is defined as persistent, unjustified behaviour by an individual or group, which infringes upon the rights of others and intends to cause physical or psychological harm.

Bullying includes:

- Teasing or name calling
- Put downs or comparisons of a negative nature
- Deliberately embarrassing others
- Spreading rumours
- Purposeful exclusion of others
- Disrespectful behaviour toward others
- Yelling and aggressive behavior towards others
- Physical violence and or threats to harm another person
- Invading others personal space
- Cyber bullying via electronic devices such as; computers to abuse harass or intimidate, mobile phone, twitter, face book and YouTube. For further information regarding bullying please refer to the following websites www.reachout.com www.bullyingnoway.gov.au

The following conduct codes aim to inform and guide expectations of behaviour to promote a safe and positive learning environment that is free of bullying within the BHDS community

Student Code of Conduct

- For all students to be aware of the BHDS Anti Bullying, Student Wellbeing and Code of Conduct Policy as set out by BHDS committee
- To abide by the BHDS teacher guidelines and expectations at all times including listening without interruption and to not be disruptive during class time
- To act in a manner that is respectful and courteous to all
- Treat others how you would like to be treated and/or spoken to
- To not deliberately exclude other students during class teaching times
- To not ridicule or snigger at another students dancing skills or other disciplines
- Be helpful and generous by supporting other student learning
- To not bully, harass or intimidate any other student
- To not post messages on Face Book, Twitter, E-mail, You Tube or other associated social media of a derogative nature in regards to any student, teacher or dancing discipline
- Never threaten by way of physical violence another student or teacher Please note: Knowledge and understanding will vary in accordance to age range and maturity of each individual student. It is therefore recommended that all parents discuss the code of conduct with their children/family to ensure the best possible understanding and knowledge of behavioural expectations in compliance with the policy as set out.

Teacher Code of Conduct

- For all teachers including student helpers to be aware of the BHDS Anti Bullying, Student Wellbeing and Code of Conduct Policy as set out by the committee
- For all teachers to uphold decisions and recommendations as directed by the committee
- For teachers to outline expectations and class time rules to students to ensure the best possible teaching experience
- To promote team work and support students with this practice
- For teachers to act in a manner that demonstrates a positive role model for all students and parents
- To act in a manner that is respectful and courteous to all
- To support and encourage all student learning levels
- Treat others how you would like to be treated and/or spoken to
- Treat other teachers as equals
- Treat other teachers with respect
- To not discuss students and or teachers with other students and or teacher or make derogative comments about other dance disciplines
- To not instruct student or parents of other teachers
- To ensure that all students feel safe and equal within the dancing class context
- To monitor all student behaviour and condemn any bullying, harassment or intimidating behaviour
- To not post messages on Face Book, Twitter, E-mail, You Tube or other associated social media of a derogative nature in regards to any student, teacher or dancer.

Parent Code of conduct

- For all parents to be aware of the BHDS Anti Bullying, Student Wellbeing and Code of Conduct Policy as set out by the committee
- For all parents to uphold decisions and recommendations as directed by the committee
- For parents to support students understanding and compliance of the policy as outlined
- To support the dance curriculum as implemented by the teachers including student differences pertaining to skill level
- For parents to support students to comply with teacher and class time expectations as set out by the teacher
- To act in a manner that is respectful and courteous to all
- Treat others how you would like to be treated and/or spoken to
- For parents to be a role model for all students and parents alike
- To not post messages on Face Book, Twitter, E-mail, You Tube or other associated social media of a derogative nature in regards to any student or dancing discipline

Committee Code of conduct

- For all Committee members to be aware of the BHDS Anti Bullying, Student Wellbeing and Code of Conduct Policy as set out by the committee
- For all committee members to uphold decisions and recommendations as directed by the committee
- For committee members to support students understanding and compliance of the policy as outlined
- To support the dance curriculum as implemented by the teachers including student differences pertaining to skill level
- For committee members to support students to comply with teacher and class time expectations as set out by the teacher
- To act in a manner that is respectful and courteous to all
- Treat others how you would like to be treated and/or spoken to
- For committee members to be a role model for all students and parents alike
- To not post messages on Face Book, Twitter, E-mail, You Tube or other associated social media of a derogative nature in regards to any student or dancing discipline
- To not discuss parent's, teacher's or student's concerns discussed at meeting with other parents, teachers or students
- To not discuss students and or teachers with other students and or teacher or make derogative comments about other dance disciplines

Consequence

Any Visitor or Member of Balmoral Highland Dancing Society Inc. that fails to follow this code of conduct or brings the society into disrepute may have their membership revoked or the committee may take other suitable actions.

Outcomes for Visitors

We consider the children's safety and wellbeing to be of utmost importance. If the committee deems any form of bullying has occurred the following action may be taken:

- Asking the perpetrator to leave immediately and/or
- Banning the perpetrator from further club events