

Code of Conduct

At Aurora Dance Studio, we are committed to providing a welcoming, safe and nurturing environment for all students and families. ADS is more than just a place to learn dance, it's a place to develop important life skills that extend beyond our studio doors.

To ensure a happy and positive experience for all parties, it's important that students, parents and guardians, extended family and friends and staff understand and adhere to the Code Of Conduct applicable.

This is ADS's complete Code of Conduct. A summarised and easy to refer to Code Of Conduct can be found on the walls of each studio and on our website.

Students must:

- demonstrate respect for teachers, staff, parents and other students at all times
- be ready 5-10 minutes before class in scheduled to begin
- present themselves for classes in a neat and tidy manner with hair tied back neatly of the face
- demonstrate cooperative behaviour in class and not disrupt others
- thank teachers at the conclusion of class
- attend class/rehearsals/performances regularly unless ill or injured, or in the event of a family emergency.
- serve as a role model to younger students at all times, including appropriate language and behaviour.
- respect fellow students, regardless of ability and strive to create a positive environment at all times.
- show honesty in attitude and preparation to class work, by working equally hard for self and class.
- Verbal abuse of teachers, adjudicators, helpers and other students is not acceptable. Swearing will not be tolerated.
- Bullying and harassment of any kind (including slander on Social Media) will not be tolerated.
- Mobile phones are to be switched off or on silent and are not to be used during class or taken into the studio.
- No lingering in the toilets.
- No food or gum is allowed in the studios.

- No smoking, alcohol or drug consumption is permitted while at the ADS premises or in the immediate environment.

Parents, Guardians & Family members must:

- demonstrate respect for teachers, students, staff and other parents at all times
- respect and follow advice and direction provided by teachers
- focus on, show positivity and support my child's efforts rather than their abilities and/or success
- remember that my child participates in dance for their own enjoyment, not mine
- at all times display and teach appropriate behaviour among students, including respect for each other, teachers, adjudicators and people from other dance schools
- demonstrate a high degree of individual responsibility when dealing with, or in the vicinity of students under 18 years of age, knowing that actions and words set an example
- ensure siblings are supervised during your dancers classes
- take responsibility to read email updates and newsletters and keep up-to-date with current and important information relating to ADS.
- communicate with staff directly if any issues arise
- refrain from direct contact with staff via personal email, text, phone or social media unless on platforms managed directly by ADS (e.g. a private Facebook group)
- follow all guidelines and terms as set by ADS.

Teachers & Staff must:

- commit to providing quality teaching in every class
- ensure that students are involved in a safe positive environment where skill-learning and enjoyment are the priority
- have due consideration for varying maturity and ability levels of students when designing class activities
- strive to ensure that all students are provided with performance opportunities compatible with their abilities, recognising that the nature of dance performance requires some students to undertake larger roles than others
- ensure that all students are able to participate in learning and enjoyment regardless of ability
- respect the talent, developmental stage and goals of each student and encourage with positive and supportive feedback

- encourage students to reach their goals in dance, being at all times honest and never misrepresenting the abilities or potential of any student
- be supportive of students at all times and refrain from any form of abuse, including discrimination
- ensure that any physical contact is professional and appropriate
- follow medical advice concerning the return of injured or ill students to class
- respect a student's right to privacy, keeping matters concerning the student and their dancing and other matters as requested by the student confidential
- at all times display and teach appropriate behaviour among students, including respect for each other, teachers, adjudicators and people from other dance schools
- maintain a professional appearance, not smoke or abuse alcohol or other drugs in the presence of students or on social media
- demonstrate professional attitudes including punctuality and reliability
- refrain from promoting personal beliefs and ideals unrelated to dance to students
- endeavour to keep informed of best practice in teaching and skill development in dance
- refrain from any behaviour that may bring the ADS into disrepute

Disciplinary Actions

- Inappropriate, disrespectful or aggressive behaviour by students, parents/guardians, extended family and friends, staff and volunteers will not be tolerated. This behaviour may result in immediate cancellation of enrolment with no refunds or further discussion or immediate termination of employment or contract.
- A breach of the Code Of Conduct may result in formal warnings, depending on the severity of the matter.
 - First Formal Warning:
 - Email sent home to address the inappropriate behavior
 - Reminder of expectations and potential consequences if further warnings are given.
 - Second Formal Warning:
 - In person meeting with parents and student to discuss the issue at hand.
 - Outlined time for improvement set.
 - Reminder of expectations and potential consequences if further warnings are given.
 - May result in temporary restrictions (e.g, exclusion from performances).
 - Final Warning:

- In person meeting with parents and student to discuss the issue at hand.
- Final opportunity to correct behaviour.
- Outlined time for improvement set.
- Final reminder of expectations and potential consequences if further warnings are given.
- Temporary restrictions (e.g, exclusion from performances and limited class participation).
- Dismissal:
 - Further breaches may result in immediate cancellation of enrolment with no refunds or further discussion or immediate termination of enrolment or employment.