

# **Dowland** **Youth Works**

## **BEHAVIOUR POLICY** Regarding Bullying and Harassment

### **Introduction**

Our belief at Dowland Youth Works is that every member of our music community should feel valued and respected, and that each person should be treated fairly and well.

DYW has high expectations of behaviour and our behaviour policy is designed to ensure that everyone, members and staff alike feel safe and happy and have the opportunity to make music successfully.

### **Rights**

At DYW everybody has the right:

- To feel safe, happy and secure at all times
- To be able to learn and sing without threat or disruption from others
- To know that bullying is unacceptable and will be dealt with
- To be listened to and treated fairly and sensitively

### **DYW's expectations**

- Respect and understand the needs of others
- Treat others appropriately
- Help and encourage others
- Be polite
- Be honest and fair
- Take responsibility for actions and behaviours (accept consequences and put it right)

### **Our Expectations**

We expect all members joining our courses to promote respectful and tolerant behaviour towards each other, in the spirit of making fantastic music together. Great music cannot be made in an atmosphere of fear where bullying or harassment are present. This expectation and guiding principle is made clear to members at the start of each course.

### **Strategies for Promoting Positive Behaviour**

- High quality teaching
- Interesting and exciting rehearsals
- Clear and consistent expectations
- Celebrating success

- Members are listened to and given the opportunity to discuss issues relating to behaviour so that they can adapt their behaviour in the future and learn from their mistakes
- Recognition when behaviour has improved

### **Strategies for Modifying Unacceptable Behaviour**

Unacceptable behaviours include:

- Any intimidation, physical or verbal aggressive or threatening behaviour by a group or an individual towards others
- Bullying
- Racist abuse
- Any form of fighting
- Swearing
- Rudeness to any member of staff, including refusing to do what a staff member has asked them to do
- Disrupting rehearsals
- Any damage or theft to property, whether choir equipment or property of others
- Any dangerous behaviour which puts other member's health and safety at risk

### **Consequences for unacceptable behaviour:**

A three step system:

1. Verbal warning from a staff member
2. Second verbal warning
3. Temporary exclusion from the rehearsal

Upon exclusion, the choir member will be asked to leave the rehearsal for ten minutes. At the end of rehearsal, they will be given the opportunity to discuss their behaviour with the Music Director and steps will be taken to ensure that the behaviours are not repeated.

The three-step system starts fresh each course.

The parent/carer/guardian will be notified if their young person has received a temporary exclusion and why.

Should the member receive this three times in one course, their membership will be reviewed in discussion with the parent/carer/guardian.