

Policy: Student Code of Conduct		
Date Adopted:	Date of last review:	To be reviewed next before/on:
27 th August 2026	9 th July 2025	September 2027
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 Phoenix AcroDance Academy 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 Phoenix AcroDance Academy 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 the Phoenix AcroDance Academy 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 Phoenix AcroDance Academy and wider community		
Distribution: • To all staff and volunteers • This policy will be made available to members of the public on request • Confirmation of receipt of information - Signed statement from recipient to be held on file		
Review and monitoring of policy: • Reviewed annually or in instances of legislative change • Monitoring is part of Management and Supervision		

The following policy is based on the below principles:

- All members of the Phoenix AcroDance Academy community have a right to expect that they learn and learn in a safe place.
- Phoenix AcroDance Academy 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 Phoenix AcroDance Academy staff or other members of the Phoenix AcroDance Academy community.
- Where such behaviour does occur, action will be taken to deal with the person or persons concerned.

What do we mean by Abusive or Threatening Behaviour?

The Public Order Act 1986 defines “disorderly conduct” as: verbal abuse, threatening abusive or insulting words or behaviour or any disorderly behaviour whereby a person is caused alarm, harassment or distress.

“Threatening behaviour” is when a person fears that violence or threat of violence is likely to be provoked. In a Phoenix AcroDance Academy context, this could mean a child shouting at a member of staff, either in person or on the phone; acting aggressively towards staff or other students, including using intimidating body language, as well as actual violence. It also covers comments posted on social networking sites or situations where members of staff are approached off premises.

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

Do be gentle

Do be kind and helpful

Do work hard

Do look after property

Do listen to people

Do be honest

Do not hurt anyone

Do not hurt people's feelings

Do not waste your and other people's time

Do not waste or damage things

Do not interrupt

Do not cover up the truth

Phoenix AcroDance Academy 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 academy rules
- 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 rules and remind children of Phoenix AcroDance Academy’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
- Use Phoenix AcroDance Academy 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

We expect parents and carers to:

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

Bullying/Violence:

Phoenix AcroDance Academy has a zero-tolerance bullying and violence policy.

Students who bully other members of the Phoenix AcroDance Academy 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, tablets, 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

Bullying can take place in the classroom, playground, toilets, to and from Phoenix AcroDance Academy on trips and cyberspace. It can take place in group activities and between families in the local community.

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 Phoenix AcroDance Academy 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.

Child-on-Child Abuse:

Bullying and violence is not the only form of child-on-child abuse Phoenix AcroDance Academy students may experience, both at Phoenix AcroDance Academy or in the wider community. Any form of child-on-child abuse will result in the perpetrator being asked to leave Phoenix AcroDance Academy and may result in legal, criminal or social investigation.

Examples of child-on-child abuse may include, but are not limited to:

- Physical abuse e.g. (biting, hitting, kicking, hair pulling etc.)
- Sexual violence / abuse e.g. (sexual assault, rape, etc.)
- Sexual harassment e.g. (inappropriate sexual language, touching, etc.)
- Bullying e.g. (physical, name calling, homophobic etc.)
- Cyber bullying
- Sexting
- Initiation/Hazing
- Prejudiced Behaviour
- Teenage relationship abuse
- Upskirting

Phoenix AcroDance Academy will deal with any situation of peer abuse immediately and sensitively.

For full information, we have the following policies in place that should be read in conjunction with this section:

- Child Protection and Safeguarding

Special Needs:

PADA has a separate **SEND Policy** that has further information and procedures regarding 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

Phoenix AcroDance Academy is unable to provide 1-to-1 support during entire classes as staff must observe and support all students in classes & rehearsals.

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

Managing Behavioural Challenges:

Phoenix AcroDance Academy is an extra-curricular activity, and as such we expect that students want to attend classes. Behavioural difficulties are rare, but Phoenix AcroDance Academy sometimes does have to manage situations.

Staff are instructed to never demean or undermine pupils, their parents or carers, or colleagues.

Staff are expected to consult with the principal before initiating any type of disciplinary measures.

Examples of appropriate disciplinary techniques:

Splitting up groups who are not paying attention
Setting clear objectives and behavioural expectations
Rewarding good, positive behaviour
Time outs
Speaking to the challenging student

Examples of inappropriate disciplinary techniques:

Bribery of any kind (using sweets, money etc.)
Intimidate
Violence or threats of violence

For more serious behavioural problems, Phoenix AcroDance Academy use a 3-step warning system. This would involve 2 warning steps, and the 3rd step would be expulsion. This can only be initiated and advanced by the principal.

A 3 Step Warning System is a 'three step' technique. A student is put on the 3 Step Warning System after other disciplinary techniques have failed. The begin with a 1st warning.

Please note: If an incident is deemed serious, students can go straight to final warning or to be expelled with immediate effect at any point.

1st Step – Warning:

Student is told they have been given a 1st warning because their behaviour has led to this. The principal, secretary or DSL will use tangible examples and not be vague about the reasons for this action. Parents/Carers will also be told in person or by email.

2nd Step – Final Warning:

Student is told why their warning has been advanced by the principal, secretary or DSL with a tangible example. It is made clear that this is the student's final chance. Parents/Carers will also be told in person and by email.

3rd Step – Expulsion:

If a student continues to misbehave, they will be expelled from Phoenix AcroDance Academy.

Phoenix AcroDance Academy staff are responsible for the implementation of this policy and for ensuring that it is reviewed annually and updated as required. **Next Review: September 2027**

Signed R. Walker

Date 27/08/26

Print Name Robert Walker

Position Principal