

Code of Conduct Policy - Bethany Raey Performance Academy

Bethany Raey Performance Academy is committed to maintaining a positive and inclusive learning environment for all students, staff and visitors. This code of conduct policy outlines the expected standards and behaviour and conduct that are to be followed by everyone associated with our academy.

Respectful Behaviour:

- A) Treat others with respect: All individuals must treat each other with respect, kindness and fairness, regardless of their background, race, gender, sexual orientation, religion or abilities.
- B) Bullying and Harassment: Any form of bullying, harassment or discrimination will not be tolerated. This includes but is not limited to verbal, physical or online abuse.
- C) Inclusive Language: The use of inclusive language that is considerate of diverse identities and backgrounds is expected from all individuals.

Professionalism:

- A) Dress Code: Students and staff must adhere to the academy's dress code policy, maintaining a professional appearance at all times.
- B) Punctuality: All individuals are expected to arrive on time for classes, rehearsals, performances and any other scheduled activities. Promptness and commitment to scheduled commitments are essential.
- C) Communication: Clear, respectful and professional communication is expected between students, staff, parents/guardians and visitors. This includes both face-to-face and online interactions.

Attendance and Commitment:

- A) Regular Attendance: Students are expected to attend all scheduled classes, rehearsals and performances, except in cases of illness or emergencies. Prompt notification of absences is required.
- B) Preparation and Participation: Students must come prepared and actively engage in their classes, rehearsals and performances. This includes practicing outside of class, learning and memorising choreography, and actively participating in group activities.

Safety and Care:

- A) Safety Guidelines: All individuals must follow the safety guidelines set by the academy during classes, rehearsals and performances. This includes using appropriate equipment, following instructions and reporting any safety concerns to the staff immediately.
- B) Equipment and Facility Care: Students and staff are expected to handle academy equipment and facilities with care, reporting any damages or maintenance needs promptly.

Consequences of Violations:

- A) Violations of this Code of Conduct policy may result in disciplinary actions, including but not limited to verbal warnings, written warnings, suspension or termination of enrollment or employment, depending on the severity and frequency of the violation.
- B) The academy reserves the right to take appropriate action as deemed necessary, ensuring the well-being and safety of all individuals within the academy.

By adhering to this code of conduct policy, we create a positive and respectful environment that fosters growth, learning and artistic expression for all members of the Bethany Raey Performance Academy community.