

MISD



Anti-bullying, Student wellbeing & Code of Conduct Policy

Mount Isa School of Dance is committed to ensuring our school is a safe and secure environment, free of bullying and harassment of its members. In 2020, we are introducing a new Code of Conduct to ensure all members of our dance community are treated respectfully and without discrimination. The guidelines have a specific focus on students, teachers, and parents and all are expected to comply and uphold them.

We have also introduced new posters to the classroom setting out our Core Values and expectations around behaviour. The themes addressed in these ties in with our Student Code of Conduct, so for clarity a copy of the posters has been included below.

MISD Core Values

- 1. TRUST**
 - trust your teachers
 - trust your classmates
 - trust yourself
- 2. RESPECT**
 - be respectful
 - be compassionate
 - be courteous
 - be helpful
 - be encouraging
 - be supportive
- 3. HUMILITY**
 - be honest
 - be humble
 - be understanding to others
 - treat others as you want to be treated



Before you speak...

THINK

- T** - Is it true?
H - Is it helpful?
I - Is it inspiring?
N - Is it necessary?
K - Is it kind?

What MISD dancers control...

- 1. ATTITUDE**
 - always listen & don't be disruptive
 - leave negativity at home
 - be responsible for your behaviour
 - be a positive role model
- 2. EFFORT**
 - be prepared and dressed appropriately for class
 - be positive
 - apply & retain corrections
 - accept feedback
 - be responsible & accountable for your learning



STUDENT CODE OF CONDUCT

- For all students to be aware of the MISD Anti-Bullying, Student Wellbeing and Code of Conduct Policy as set out in the MISD Prospectus.
- To follow the MISD Core Values and Dancer expectations always, including listening without interruption and not being disruptive in class.
- To *trust* your teachers, classmates, and yourself
- To *respect* those around you and be courteous, compassionate, helpful, encouraging, and supportive of your fellow students.
- To act with *humility*- be honest, humble, and understanding and treat others as you would like to be treated.
- To not bully, harass or intimidate other students.
- To not deliberately exclude other students.
- To not make fun of or laugh at another students dancing skills.
- To not post inappropriate matter to any forms of social media regarding any student, teacher, or dancing genre.
- To not start rumours or create slander about other students or members of our dance community.
- To never threaten another student or teacher with physical violence.

Please note: Due to the age range and maturity of individual students we are aware their understanding and knowledge of these concepts will differ. It is the expectation of the MISD Committee that all parents discuss the Code of Conduct with their children to ensure the best possible understanding of the policy.

PARENT CODE OF CONDUCT

- For all parents to be aware of the MISD Anti-Bullying, Student Wellbeing and Code of Conduct Policy as set out in the MISD Prospectus.
- For all parents to uphold decisions and recommendations as directed by the Committee.
- For parents to support their children's understanding and compliance of the Student Code of Conduct.
- To support the students to comply with the teacher's expectations and class rules.
- To respect decisions made by teachers and not undermine their opinions.
- To conduct themselves in a manner that is respectful and courteous to all.
- To not bully, harass or intimidate members of our dance community.
- Treat others how you would like to be treated.
- For parents to be a role model for students behaviour.
- To not post inappropriate matter to any forms of social media regarding any student, teacher, or dancing genre.

- To not start rumours or create slander about members of our dance community.

TEACHER CODE OF CONDUCT

- For all teachers, including student helpers, to be aware of the MISD Anti-Bullying, Student Wellbeing and Code of Conduct Policy as set out in the MISD Prospectus.
- For all teachers to uphold decisions and recommendations as directed by the Committee.
- For teachers to explain their expectations and class rules to students to ensure the best possible teaching experience.
- To promote teamwork and support students to achieve this.
- To act as a positive role model to all students.
- To conduct themselves in a manner that is respectful and courteous to all.
- To support and encourage all student learning levels ensuring all students feel safe and equal.
- To not bully, harass or intimidate students.
- To not intentionally favour students.
- Treat others how you would like to be treated.
- To not discuss students and/or teachers with other students and/or teachers or make negative comments about other dance genres.
- To monitor all student behaviour and shut-down any bullying, harassment or intimidating behaviour.
- To not post inappropriate matter to any forms of social media regarding any student, teacher, or dancing genre.
- To not start rumours or create slander about members of our dance community.

If a problem should arise or a specific incident occur, students, teachers and parents should not hesitate to contact the Executive Committee by directing an email to dancemountisa@gmail.com. All matters will be dealt with confidentially and investigated promptly.

CONSEQUENCES

Harassment, bullying and discrimination against students, teachers, or parents by any member of the MISD community is unacceptable. Any complaints regarding breaches of the Codes of Conduct by members of the MISD community will be taken seriously. In cases where a pattern of behaviour is observed, students, teachers, or parents may be issued with a suspension or in extreme cases be asked to leave MISD.

For Students:

Upon witnessing, or being subjected to, any behaviour that does not follow the above Codes of Conduct during class, it is the expectation of the Committee that teachers will initially issue a verbal warning to students. If the behaviour is ongoing, the student(s) will be asked to leave the class for the remainder of the lesson and parents and the Executive committee will be informed of the incident by the class teacher. It is important to note that student conduct and classroom behaviour will be taken into account when students are selected to represent the school - whether this be in our Performance groups, participating in our Student Teacher Program or being selected for a role during our end of year concert.