



TEACHER POLICY/ CODE OF BEHAVIOUR

UPDATED FEBRUARY 2024

As a staff member at Reflexions Dance Studio you agree to the following Teachers Policy:

1. To treat all students fairly, without discrimination. To be inclusive of all children/young people/families irrespective of sexual orientation, disabilities or race.
2. To avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
3. To be acutely aware of the power that you as a teacher develop with your students and avoid any sexual intimacy with students that could develop as a result.
4. To refrain from connecting (messaging/following/accepting requests) with child aged students on all forms of social media. Exception to this is that they can be in the official teacher run 'Reflexions Class Chat' (providing the child's parent/guardian is also in it). No following or accepting follow requests on your own personal Social Media platforms.
5. To go directly through the parent/guardian when communicating outside of the 'Reflexions Class Chat'.
6. To refrain from posting any footage/photos of your students on social media without prior permission from management.
7. To report any claims of abuse made by a student to Management ASAP and to understand the legal requirement of mandatory reporting.
8. To provide a safe environment for students.
9. To escort Junior Students to parents at the end of the lesson. Either to the back courtyard (Studio's 2 and 3) or Front doors (Studio 1 and Ulverstone). To only let each child-aged students to leave when their parent is present at the door/courtyard. Not to allow children to cross driveways/roads, and not to let children leave without their parent or disappear into carparks to go to cars themselves.

10. To not allow early pick-ups (unless arranged before the lesson by the parent/guardian). If an early pick-up has been approved, the parent needs to come and collect the student from inside the studio where the teacher can approve them to go.
11. To only allow adult students to leave class early if they request during class. Children and young teens should not be allowed to leave early. Any teenagers that leave early outside of your control needs to be reported to the parent ASAP.
12. To organise a trainee/helper escort (that waits/watches from hallway *outside* of toilets) for under 10's who request to use the toilet. Studio 1 Burnie Teaches can watch from window of Studio 1.
13. To be a positive role model.
14. To respect and treat appropriately all property of Reflexions Dance Studio.
15. To ensure physical conduct with students is appropriate in what you are teaching.
16. To accept and respect the decisions made by adjudicators.
17. To be observant of everything around you whilst teaching. Keeping the environment safe for dancers and spectators.
18. To refrain from acting verbally and/or physically abusive towards fellow staff, students, parents and spectators.
19. To consult management before organising any out of studio dance related activities with students e.g public performances.
20. To consult management with any problems with fellow staff members, students, parents etc.
21. To notify management of any equipment faults and/or safety problems.
22. To be aware of the Commonwealth Privacy Act 1998. e.g. keeping student, parent and staff phone numbers private and not disclosing any personal information to others, unless required by law.
23. To use suitable/appropriate music for the age group you are teaching.
24. To keep Music Volumes below 70 decibels. If teaching tap (it's strongly suggested but your responsibility to provide your own ear protection).
25. To be familiar with and actively enforce all Reflexions Dance Studio Student/Spectator, Teacher Policy rules and the CYSO Framework Policy.