

Dance Focus Academy

Code of Conduct & Anti-Bullying Policy

School / Studio	Dance Focus Academy
Policy owner	Jade Fitchett
Date adopted	1/8/2026
Review frequency	Annually, or sooner if legislation/guidance changes
Next review due	1/8/2027

1. Purpose

This policy sets out the standards of behaviour expected from pupils, parents/carers, and staff, and how the school responds to bullying.

2. Expected Behaviour: Pupils

- Treat teachers, fellow pupils, and the studio with courtesy and respect.
- Listen to instructions and follow them safely, particularly around equipment or partner work.
- Arrive on time, in correct uniform, hair done appropriately for the genre, and ready to participate.
- Never engage in bullying, exclusion, or unkind behaviour towards another pupil, whether in person or online.

3. Expected Behaviour: Parents, Carers and Spectators

- Treat staff, pupils, and other families with courtesy, including at competitions and shows.
- Raise any concerns directly and calmly with staff, or via our Complaints Policy, rather than discussing them in front of pupils or online.
- Support punctual drop-off and collection.

4. Expected Behaviour: Staff

Staff are expected to act as positive role models, use encouraging and constructive feedback, treat all pupils fairly and consistently, and follow the Code of Conduct set out in our Safeguarding & Child Protection Policy.

5. Anti-Bullying

Bullying is behaviour that is repeated, intended to hurt someone, and involves an imbalance of power. It may be physical, verbal, emotional, or online (see also our Social Media & AI Policy). We do not tolerate bullying of any kind.

Responding to Bullying

1. Any report of bullying, from a pupil, parent, or staff member, is taken seriously and recorded.
2. The DSL or Principal will speak separately with those involved to understand what has happened.
3. Appropriate action is agreed, which may include a conversation with parents, a warning, or a support plan for both parties.
4. The situation is monitored and followed up to ensure the behaviour has stopped.

6. Sanctions

Minor breaches of the Code of Conduct are usually addressed informally by teaching staff. Repeated or serious breaches (including bullying, unsafe behaviour, or disrespect towards staff) may result in a formal warning, a meeting with parents/carers, or, in serious cases, suspension or removal from classes as set out in our Cancellation & Leaving Policy.

7. Review

This policy is reviewed annually.