



Gosforth Amateur Dramatic Society

Behaviour Policy

Introduction

GADS values everyone regardless of their abilities. We understand that people may sometimes behave in ways that create challenge. We therefore aim, through a consistent and fair policy of behaviour management, to establish a happy, secure and positive environment in which everyone may develop to their full potential.

Aims

The purpose of this document is to set out agreed actions and guidance for our group leaders and directors on how best to promote positive behaviour amongst our members in order that they can get the best out of the activities they participate in.

We aim to promote good behaviour through:

- Promoting self-discipline;
- Encouraging mutual respect;
- Enabling everyone to participate fully;
- Regulating conduct (where necessary).

Our expectations for all members are set out in the GADS Members Code of Conduct. All members will be given a copy to read and asked to sign up to it.

Responsibilities of GADS

- To provide group leaders with access to sufficient guidance and training regarding best practice.
- To provide an environment with a positive ethos where everyone can feel safe without fear of threat or harm from others.
- To monitor the welfare and wellbeing of everyone with whom we are working, taking appropriate action, which may include referral to other agencies.
- To build relationships with parents of our younger members in order to provide effective solutions to difficult problems.
- To monitor the effectiveness of GADS' policies.
- To liaise with other relevant agencies in order to provide co-ordinated support to children, young people and their families.

GADS will not tolerate inappropriate behaviour, including but not limited to:

- Bullying;
- Swearing;
- Fighting;
- Racism;
- Name calling;
- Spitting;

- Vandalism;
- Stealing;
- Disregarding GADS Child Protection Policies and Procedures;
- Alcohol and drug use or dealing.

Approach

Our core approach is to encourage good behaviour through high expectations and an ethos which fosters self-discipline and mutual respect between all participants. We will achieve this by:

- Ensuring behaviour management is consistent for all participants every time;
- Ensuring all participants understand expectations and are regularly reminded of them;
- Preparing sessions so that they are focussed and purposeful;
- Setting the tone for sessions by greeting participants positively;
- Making every effort to learn participants' names quickly;
- Establishing clear routines, for instance agreed ways of stopping activities or attracting people's attention;
- Remaining calm and respectful rather than over-reacting to poor behaviour;
- Ensuring leaders understand any additional needs of group members.

Celebrating positive behaviour

GADS believes it is important that good behaviour is recognised and praised. Our main reward is to provide positive feedback to everyone on their work, achievements, attitudes and behaviour. Members will also be encouraged to offer positive and constructive feedback on each other's work. Group leaders will:

- Recognise and highlight good behaviour and genuine achievement as it occurs;
- Explain, and importantly demonstrate, the behaviour we wish to see. We will recognise that our behaviour will influence the behaviour of others;
- Let parents and carers know about their child's/young person's good behaviour;
- Award public acclaim for work or behaviour by sharing work with peers and/or a wider audience;
- Recognise outstanding work and contributions via social media and the group's website.

Addressing inappropriate behaviour

All members should be made aware of the sanctions liable to come into effect should they break the code of conduct or display continual bad behaviour. Most cases will be dealt with without the need for formal sanctions. Should sanctions be applied, these should always be reasonable, fair and proportionate to the poor behaviour.

The purpose of sanctions is not to punish or control; it is to enable them to confront the consequences of their actions, help them to reflect on this and to find alternative options. Occasionally, sanctions may be needed to ensure the safety of other participants.

Sanctions may include:

- A word from the rehearsal leader/director about the specific incident or series of incidents.
- Removal from the group session.
- Loss of privileges (e.g. can't perform).
- Involvement of GADS committee.
- Payment for deliberately damaged equipment or possessions.

Parents/carers should always be involved at an early stage if there are concerns about a young person's behaviour.

In extreme and very rare circumstances we may:

- Temporarily exclude a member;
- Consider permanent exclusion from GADS.

Exclusion will only be considered after all other possible avenues have been explored. When someone is temporarily excluded from activities, a review will be held to agree future behaviour before they are allowed to participate in any future activities or events.

Corporal punishment

Corporal punishment is illegal and its use will not be tolerated under any circumstances. In exceptional circumstances, adults may use reasonable force if this is necessary to prevent people injuring themselves or others.

Recording and reporting

Any serious incidents of poor behaviour will be reported to the GADS executive committee. Where any young person has been put at risk, this will be reported to Children's Services.

Safeguarding

The safety of everyone participating in GADS activities is paramount. This policy should be read in association with the GADS Child Protection policy.

Members with additional needs

Where members have specific SEN or behavioural needs, we will discuss these with members and/or their parents and will agree the best way to manage behaviour. If necessary, an agreed plan will be put into place, with additional support as needed and possible.

Review of this policy

This policy will be reviewed every three years, or more frequently as needed.

Notes:

By **leaders**, we mean all people responsible for leading and facilitating activities, which is likely to include youth theatre leaders and helpers, directors, workshop leaders, chaperones, choreographers and musical directors.

By **young people/person/member**, we mean anyone under 18 years old.