

## DANCESYNDROME CODE OF CONDUCT

### Introduction

DanceSyndrome is a dance charity fuelled by a joint love of the power of inclusive dance.

DanceSyndrome provides opportunities to people all too often written off by society to live positive lives experiencing and discovering the joy of real friendships.

DanceSyndrome IS a caring inclusive charity.

DanceSyndrome IS NOT a day care service.

At DanceSyndrome we aim to create a friendly, safe environment where every person can experience the joy of dancing together and connecting with others in a professional way. Every person is equal.

We have developed this code of conduct in partnership with our participants and parents/carers.

The purpose of our code of conduct is to reflect our values and our commitment to wellbeing, inclusion, and fair and equal treatment of everyone.

We ask everyone (participants and parents/carers) to sign up to this code of conduct in order to help us to work together to make our dance space as safe as possible and allow everyone to have a great experience when working with us.

Please read the following statements and sign two copies (one to be given back to DanceSyndrome and one to keep for yourself) to say that you will adhere to the code of conduct. This is a 'live' document and will be regularly referred to throughout all our work.

As a DanceSyndrome participant I will .....

1. Be **PROFESSIONAL** and always **TRY TO BE THE BEST THAT I CAN BE.**
2. Be **RESPECTFUL**: To other participants and their parents and carers, to DanceSyndrome team members, and to venue staff.
3. Always **LISTEN**: I will not speak over anybody else in the room, including dance artists and dance leaders when they are giving instructions and other participants when they are sharing their ideas.
4. Be **FRIENDLY** to everybody: I will not exclude anyone or be nasty to other participants or leaders. I will not discriminate and treat everyone equally.
5. Be **POSITIVE**: About myself, the dance activities, and others.
6. **TREAT OTHERS AS I WOULD LIKE TO BE TREATED MYSELF.**
7. **ASK FOR HELP** if I am struggling or do not understand something.
8. **LOOK OUT** for other participants: If I think someone is struggling, I will give them encouragement, and help them communicate that they need help if needed.

9. **PUT OUTSIDE CONCERNS TO THE SIDE:** I will try to forget worries/arguments/problems that have happened outside the dance space and concentrate on the session.
10. **USE APPROPRIATE LANGUAGE:** I will not use bad language in sessions.
11. **DRESS APPROPRIATELY** for sessions: I will wear loose fitting, comfortable clothes with trainers, dance shoes or bare feet, no jewellery and hair tied back where possible.
12. **FOCUS COMPLETELY ON THE SESSION:** I will leave my phone and personal belongings in my bag during sessions, so they do not distract me.
13. **ONLY ENTER THE DANCE SPACE DURING MY SESSION:** I will not disturb/interrupt other sessions.
14. **ARRIVE IN GOOD TIME** and **BE READY** for my session.
15. **OBSERVE PERSONAL SPACE:** I will make sure I do not enter other people's personal space unless part of a dance activity.
16. **SET A GOOD EXAMPLE** to other participants and be a good role model by doing all of the above!
17. Follow **DANCESYNDROME** guidance around **SOCIAL MEDIA**.

If any of these statements are broken, DanceSyndrome will take appropriate action which may result in participants being asked to take a leave of absence from our sessions. DanceSyndrome does not tolerate any bad behaviour, bullying or harassment of any sort. Our goal is to create a safe, comfortable, kind, and supportive environment for everyone where every person is valued.

**As a parent/carer, I/we will support DanceSyndrome by .....**

1. Ensuring DanceSyndrome has up to date contact details.
2. Providing appropriate 'care' support in all sessions.
3. Ensuring my behaviour and attitudes, and that of my child/adult does not conflict with DanceSyndrome's aims and values.
4. Responding as requested if concerns or problems are raised with me.
5. Raising any concerns that I may have with the Lead Dance Artist or the Managing Director.
6. Celebrate progress and achievements.
7. Following policies, as advised on their website.
8. Helping to promote activities to others.
9. Volunteering to support campaigns or other activities.
10. Using social media to comment or post positively about DanceSyndrome.

**As DanceSyndrome we agree to:**

1. Ensure the health, safety, and wellbeing of all our participants
2. Provide quality teaching, leading and opportunities that will inspire and challenge our participants to maximise their potential.
3. Challenge language and behaviour that can cause harm to others and take immediate action.
4. Work in partnership with parents and carers and maintain regular open communication.
5. Ensure that all Dance Artists & Dance Leaders have proper and professional regard for the ethos, policies, and practices of DanceSyndrome.
6. Celebrate progress and achievements.

**Grievances.**

Grievances must never be aired through social media. They must always go through DanceSyndrome complaints procedure accessible on our website – Either to the Managing Director or Chair of Trustees.

**Social Media**

Social media is a powerful tool which can be exceedingly helpful or totally negative. All communications involving others in DanceSyndrome must use DanceSyndrome social media channels. In the event of any offensive or inappropriate comments being made on social media, DanceSyndrome will ask the parent/carer to remove the post, insist they discuss the issues in person with the Managing Director or Chair of Trustees, and respond in other ways as deemed necessary.

**Name (print):** .....

**Date:** .....

**Signature:** .....