

South Oxford Dance Academy | SODA

Behaviour, Inclusion & Zero Tolerance Policy

1. Our Commitment

At SODA, inclusion is fundamental to who we are.

We are committed to maintaining a safe, respectful, and empowering environment where every dancer feels valued, supported, and confident. Any behaviour that undermines this environment will be addressed immediately and seriously.

There is zero tolerance for bullying, exclusion, discrimination, or hateful behaviour from students or parents.

2. Student Conduct Expectations

All SODA students are expected to:

- Arrive on time and prepared for class
- Wear the correct uniform/safe clothing and footwear for their class
- Listen carefully and follow teacher instructions
- Show respect to staff and fellow students
- Maintain a positive and supportive attitude
- Keep hands, feet, and comments kind

Students must focus on their own dancing.

Correction, critique, and instruction are the responsibility of the teacher only. Students must not correct, coach, or criticise another dancer unless explicitly invited to do so by a teacher.

3. Bullying & Unkind Behaviour

Bullying is defined as any behaviour — intentional or not — that causes another person to feel uncomfortable, excluded, intimidated, embarrassed, or unsafe.

This includes, but is not limited to:

- Whispering about other students in class
- Excluding students from friendship groups or activities
- Clique behaviour designed to isolate others
- Eye-rolling, laughing, or gestures directed at others
- Negative comments about ability, body, appearance, race, religion, gender, or background
- Correcting or criticising another student's dancing
- Gossip or targeted "jokes"
- "Joking" behaviour that causes upset will still be treated as unacceptable.

4. Online & Group Chat Conduct

Behaviour expectations extend beyond the studio.

Any harmful, negative, or exclusionary behaviour in:

- Class group chats
- Private student group chats
- Social media platforms
- Messaging apps

will be treated as a breach of this policy if it impacts a SODA student or the academy community.

Online bullying will be taken just as seriously as in-person behaviour.

5. Hateful or Discriminatory Behaviour

SODA operates a strict zero-tolerance policy toward:

- Racism
- Sexism
- Homophobia
- Transphobia
- Ableism
- Religious discrimination
- Body shaming
- Hate speech of any kind

This applies to both students and parents/guardians.

Any aggressive, abusive, intimidating, or defamatory behaviour toward staff, students, or families, whether in person, in writing, or online, will result in immediate action.

6. Parent & Guardian Conduct

Parents and guardians are expected to:

- Communicate respectfully with staff and other families
- Avoid gossip or negative discussion about students or teachers
- Raise concerns privately with management
- Support school policies and decisions
- Model respectful behaviour for their children

Aggressive, confrontational, or defamatory conduct will not be tolerated.

7. Safeguarding & Reporting Procedure

SODA is committed to safeguarding the welfare of all students.

Concerns relating to bullying, discrimination, misconduct, or safety should be reported directly to the Principal or Designated Safeguarding Lead (Miss Bella).

All reports will be:

- Taken seriously
- Handled confidentially where possible
- Investigated promptly and fairly
- Recorded appropriately

Retaliation against anyone raising a concern will be treated as a serious breach of this policy.

Please see here for our SODA behaviour policy:

8. Consequences & Dismissal

Failure to comply with this policy will result in action.

Where appropriate, the following steps may apply:

1. Verbal warning
2. Written warning
3. Parent meeting
4. Behaviour contract
5. Temporary suspension

If behaviour does not improve following warnings, or in cases of serious misconduct, SODA reserves the right to dismiss a student and/or family from the academy.

Protecting the wellbeing of the wider school community will always take priority over retaining individual enrolments.

9. Immediate Removal & No-Refund Policy

SODA reserves the right to terminate enrolment immediately where behaviour:

- Puts another student's wellbeing at risk
- Involves bullying or discrimination
- Includes hate speech or abusive conduct
- Damages the safe environment or reputation of the academy

Fees are non-refundable in cases of suspension or dismissal due to behavioural breaches.

Enrolment at SODA constitutes acceptance of this condition.

10. Agreement & Acceptance

By enrolling at SODA, students and parents/guardians confirm that they:

- Have read and understood this policy
- Agree to uphold its values and standards
- Accept the zero-tolerance approach
- Understand that failure to comply may result in suspension or dismissal
- Accept that no refunds will be issued in cases of behavioural dismissal

Student Name: _____

Student Signature (if age appropriate): _____

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____