

Challenging Behaviour Policy

Purpose:

This policy outlines Rockit Performing Arts's approach to managing challenging behaviour from students, parents, staff, or visitors in accordance with South Australian legislation and best practices.

Scope:

This policy applies to all individuals attending or participating in activities at Rockit Performing Arts, including students, parents/guardians, staff, contractors, and visitors.

Legal Framework:

This policy complies with the following South Australian legislation:

- Work Health and Safety Act 2012 (SA)
- Equal Opportunity Act 1984 (SA)
- Children and Young People (Safety) Act 2017 (SA)
- Education and Early Childhood Services (Registration and Standards) Act 2011 (SA)

Definitions:

Challenging behaviour: Any behaviour that interferes with the learning, safety, or wellbeing of others, or disrupts the studio environment.

Policy:

1. Prevention and Early Intervention:

1.1 Rockit Performing Arts will implement strategies to prevent challenging behaviour, including:

- a) Clear communication of expectations to all parties
- b) Positive behaviour support strategies
- c) Regular staff training on behaviour management

2. Response to Challenging Behaviour:

- 2.1 All incidents of challenging behaviour will be addressed promptly and consistently.
- 2.2 Responses will be proportionate to the behaviour and in line with the studio's code of conduct.
- 2.3 Physical intervention will only be used as a last resort to prevent harm, in accordance with the Education and Early Childhood Services (Registration and Standards) Act 2011 (SA).

3. Reporting and Documentation:

- 3.1 All incidents of challenging behaviour must be reported to the Director.
- 3.2 Incidents will be documented in accordance with the Work Health and Safety Act 2012 (SA).

4. Support and Referral:

4.1 Where appropriate, individuals displaying challenging behaviour will be offered support or referral to relevant services.

4.2 Staff will be provided with debriefing and support following incidents of challenging behaviour.

5. Disciplinary Action:

5.1 Persistent or severe challenging behaviour may result in disciplinary action, including:

- a) Verbal or written warnings
- b) Suspension from classes or activities
- c) Termination of enrolment or employment (in severe cases)

5.2 Any disciplinary action will be taken in accordance with relevant legislation and studio policies.

6. Appeals and Complaints:

6.1 Individuals have the right to appeal decisions or lodge complaints about the management of challenging behaviour.

6.2 Complaints will be handled in accordance with the studio's complaints policy and the principles of natural justice.

7. Confidentiality:

7.1 All information relating to incidents of challenging behaviour will be treated confidentially, in accordance with the studio's privacy policy and relevant legislation.

8. Review:

8.1 This policy will be reviewed annually or in response to changes in relevant legislation or studio practices.

By implementing this policy, Rockit Performing Arts aims to create a safe and positive environment for all participants, in compliance with South Australian legislation and best practices in behaviour management.

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