

## Box Hill Ballet Association Inc.

### Fair Play Policy

#### Purpose:

In 2018, the State Government introduced a Fair play policy, a code of conduct for recreational sport in Victoria outlining the behavioural standards expected of all individuals involved with sport and recreational activities.

State sporting associations and active recreation bodies, associations, leagues, or clubs in Victoria must demonstrate adherence to the Fair Play Code to be eligible for Victorian Government Funding.

Sporting organisations in Victoria receiving funding from the Victorian Government are required to actively promote, adhere to, and enforce the Fair Play Code.

Box Hill Ballet Association (BHBA) aims to provide a safe, welcoming, and inclusive environment.

BHBA aims to actively promote and refer to the code and practice under its principles. BHBA encourages and expects all committee, association members, staff, students, parents, and volunteers to be made aware of and act in accordance with the code.

#### Section 1. What is the Fair play policy?

The fair play code has five core values and underpinning principles

- Integrity
- Respect
- Responsibility
- Safety
- Fairness

#### Section 2. Principles in Action

##### **Integrity**

- Being honest, fair, and respectful
- Being trustworthy and reliable
- Being open and transparent when dealing with others
- Avoiding conflicts of interest where possible
- Aiming to earn and maintain a high level of community trust and respect by all individuals involved with the school

##### **Respect**

- Treating everyone involved with the school in a considerate, objective, and courteous manner
- Treating everyone involved with the school with a proper regard for their rights, dignity and worth

- Refraining from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation, or vilification of others, including on the basis of age, race, sex, disability, sexuality, gender identity or religion
- Recognising and valuing the contribution of all to the school including volunteers, parents, students, teachers, and committee members who give up their valuable time to make the running of the school possible

### **Responsibility**

- Considering and accepting the consequences of one's actions and decisions
- Being a positive role model by displaying self-control, respect, care, and diligence towards all involved in the school
- Complying with the Victorian Child Safe Standards (2022)
- Understanding the consequences of Fair Play Code breaches and reporting as appropriate

### **Fairness**

- Being informed, consistent, impartial, just, and reasonable in dealings with others
- Ensuring a 'fair go' for people of all abilities to be involved in dance in environments appropriate to their ability wherever possible

### **Safety**

- Providing a safe, welcoming, and inclusive environment that places the health, welfare, and wellbeing of all members of the school above all else
- Taking all reasonable steps to ensure equipment, facilities and programs meet health and safety standards and are appropriate for the age and ability of participants
- Being aware of and supporting policies and practices in relation to injury management, member protection, and child safeguarding
- Showing concern and caution towards others who may be sick or injured and immediately reporting any safety issues to appropriate authorities

### Section 3. Unacceptable Behaviours

Bad behaviour is not welcome. This includes:

#### **Violence**

The intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment or deprivation

#### **Verbal abuse**

The harmful use of language to control, intimidate or hurt someone. It can include behaviour such as name-calling, belittling, or using controlling or threatening language

#### **Intimidation**

any act that creates fear of physical or mental harm. Intimidation can include physical as well as non-physical acts. It can also include threats of future harm. However, not every unpleasant interaction will amount to Intimidation.

#### **Bullying**

Bullying is deliberately hurting a specific person either physically, verbally, psychologically or socially. It involves a power imbalance where one person has power or strength (e.g. physical, mental, social or financial) over another. It can be carried out by one person or several people who are either actively or passively involved. Bullying can be a 'one-off' incident, but usually involves repeated actions or incidences. It can occur everywhere: at home, school, work, playgrounds, while participating in sport, when using public transport or walking to or from home. An individual may bully their victim face to face or use technology such as a mobile phone or computer.

Bullying can take several forms including:

- **Physical** - pushing, shoving, punching, hitting, kicking, taking away a person's belongings (this may also constitute assault).
- **Verbal** - name calling, banter, threatening, teasing, intimidating, yelling abuse, using put-downs.
- **Psychological** - ganging up, preventing a person from going somewhere, taking a person's possessions, sending hostile or nasty emails or text messages.
- **Social** - excluding, alienating, ignoring, spreading rumours.

#### Section 4. Responsibilities

All groups here are collectively referred to as 'members' of BHBA.

##### **BHBA**

- Share the Code with new committee members or teachers
- Adopt, promote, and establish processes to comply with and enforce, the Code.
- Ensure members have access to and are aware of the Code.
- Demonstrate Code compliance to be eligible for Sport and Recreation Victoria funding.

##### **Committee**

- Be informed about, abide by, promote, and recognise compliance with the Code
- Abide by the code when attending meetings, classes, concerts, and events related to the school and in all dealings with other members of the school
- Ensure all members of BHBA have access to and are aware of obligations and rights under the Code.
- Adopt, promote, and establish processes to comply with and enforce, the Code.
- Ensure members have access to and agree to abide by the Code.
- Encourage promotion of the Code to committee and association members, students, parents and volunteers
- Establish complaint handling processes and sanctions for breaches of the Code.
- Be informed about what actions to take if involved in, or a witness to, a potential breach of the Code
- Report a potential breach of the Code to appropriate authorities.

##### **Teachers**

- Be informed about and abide by the code when attending meetings, classes, concerts, and events related to the school and in all dealings with other members of the school
- Educate students about the importance of demonstrating Code behaviours and always model these behaviours.

- Be informed about what actions to take if involved in, or a witness to, a potential breach of the Code.
- Report a potential breach of the Code to committee or appropriate persons.
- Be informed about the implications of the Code on participation, rights and obligations for students and volunteers.

### **Students**

- Abide by the code when attending classes, concerts, and events related to the school and in all dealings with other members of the school
- Be informed about what actions to take if involved in, or a witness to, a potential breach of the Code.
- Be informed about the implications of the Code on participation, rights, and obligations

### **Parents**

- Abide by the code when attending classes, concerts, and events related to the school and in all dealings with other members of the school
- Be informed about what actions to take if involved in, or a witness to, a potential breach of the Code.
- Educate children about the importance of demonstrating Code behaviours and always model these behaviours.
- Be informed about the implications of the Code on participation, rights and obligations.

### **Volunteers**

- Be informed about, and abide by the Code when attending classes, concerts, and events related to the school and in all dealings with other members of the school.
- Be informed about what actions to take if involved in, or a witness to, a potential breach of the Code.

**Approved by: Box Hill Ballet Association Committee**

**Last Updated: 15<sup>th</sup> September 2024**

**Due for renewal: 14<sup>th</sup> September 2025**

**To be accessible via: Box Hill Ballet's Website**