

# Code of Conduct for Teachers and Staff

We are fully committed to safeguarding and promoting the wellbeing of all students, members and staff associated with us. To ensure the effective running of our business and to protect all individuals connected with us, it is important that the following Code of Conduct is read, respected and adhered to at all times:

- Always consider the wellbeing and safety of students before the development of performance.
- Develop an appropriate working relationship with students, based on mutual trust and respect.
- Never abuse your authority or power as a teacher.
- Always work within the boundaries of your qualification(s).
- You must ensure you have valid **insurance cover** and a valid DBS Certificate.
- Ensure all activities are appropriate to the age, ability and experience of the students.
- Treat every student as an individual and set realistic goals and targets that are obtainable; unrealistic goal setting can have damaging effects on a student.
- Never punish or demean a child for losing or making mistakes, it is through mistakes that performers learn and develop as students.
- Display consistently high standards of behaviour, language and appearance.
- You must never be under the influence of alcohol while students are in your care.
- Ballet Boost will not condone the use of illegal substances.
- Follow all guidelines and policies laid down by Ballet Boost.
- Do not exert undue pressure on performers to obtain personal benefit or reward.
- Encourage participants to value their performances and progressions.
- Encourage students to accept responsibility for their own performance and behaviour.
- Mobile phones must not be used in the studio, except in case of emergency (not for personal use).
- Jewellery must not be worn to classes.
- Food and drink must not be consumed in the studio except for water in a sealed drinking bottle.
- Always report any incidents, referrals or disclosures immediately, following the appropriate guidelines set out in the Safeguarding and Protecting Children Policy.
- Make sure that confidential information is not divulged, unless with the express approval of the individual concerned.

**Breaching the Code of Conduct will lead to disciplinary action and, in extreme cases, will result in loss of employment.**