

Code of Conduct

Fundamental principles

A teacher should:

- Behave with integrity in all professional and business relationships. Integrity implies not merely honesty but fair dealing, courtesy and consideration.
- Strive for objectivity in all professional and business judgements.
- Not accept a teaching post or undertake work for which he or she is not competent or qualified.
- Carry out his or her professional work with due skill, care and proper regard for the technical and professional standards expected of him or her.

Integrity

A teacher should:

- Uphold and enhance the good standard and reputation of the profession.
- Work in a collaborative and cooperative manner with other dance professionals and organisations.
- Not attempt to influence or intimidate any examiner at any examination or a judge at a competition.

Objectivity

A teacher should:

- Work in an open and cooperative manner with students and families.
- Ensure that students are not discriminated against on the grounds of sex, race, colour, religion, age, disability, national or social origin or other status.

Competency

A teacher should:

- Acknowledge any limitations in his/her knowledge and competency and take steps to practice in a fully skilled manner.
- Assist professional colleagues, in the context of his or her own knowledge, experience and sphere of responsibility, to develop their professional competence.
- Undertake continuing professional development to ensure knowledge and practice remains current as required by his or her individual awarding body(ies) and/or employers.

Due skill and Diligence

A teacher should:

- Ensure that no action or omission on his or her part, or within his or her sphere of responsibility, is detrimental to the interests or safety of students.

Courtesy and consideration

A teacher should:

- Always act in such a manner as to promote and safeguard the interests and well-being of students.
- Justify student trust and confidence.

Confidentiality

A teacher should:

- Ensure that confidential information obtained in the course of his/her professional work should not be used for personal advantage or be disclosed without the consent of the pupil or parent, except where there is a legal right or duty to disclose.
- A teacher should be aware of and abide by current data protection legislation.

Publicity

A teacher may seek publicity for his/her own services, and advertise his/her services, achievements and school in any way consistent with the dignity of the profession.

A teacher should, under no circumstances, promote his/her services, or the services of another teacher, in such a way, or to such an extent, that amounts to harassment of the prospective pupil or parent.

A teacher should not publish, or cause to be published, any notice, newspaper, advertisement or any other matter likely to damage the standing of the profession or to damage or depreciate the reputation of any colleague.

Promotional material may contain any factual statement, the truth of which a teacher is able to justify, but should not make any disparaging references to, or disparaging comparisons with, the services of others.

Teaching names

A teacher may teach under whatever name or title he or she sees fit.

A teaching name should not be misleading.

A teacher should not use any title, description or designatory letters to which he or she is not entitled.

Statutory Requirements

A teacher should:

- Comply with all statutory requirements affecting health and safety at work.
- Ensure the provision of adequate public/products liability insurance and employer liability insurance.
- Comply with all the statutory requirements affecting the running of the business, including registration of names, income tax, value added tax and any other matter required by law.

- Ensure that he/she is in accordance with the law with regard to copyright, recording, public performance and other matters concerning printed matter and recorded music related to their work.

Closure and Cancellations

If closures or cancellations are out of the hands of the teacher/company then there will be no refunds. If cancelled due to teachers wellbeing/health/ personal experiences then an additional class will be added to replace the one missed and in cases where this is not possible a refund can be obtained.

Health and safety

A teacher should:

- Ensure that classes are of a size appropriate to the levels and techniques being taught and the space being used. Students in each class should be of compatible age and/or standard.
- Be aware of developments in Child Protection legislation and undertake 'Enhanced Disclosure Barring Service' (DBS) as required.
- Ensure that teaching facilities are adequately maintained and provide:
 1. Suitable flooring appropriate to the technique taught, with a clean, safe surface; to minimise the risk of injury;
 2. Adequate heating levels and ventilation;
 3. Suitable, secure and safe area for changing.
- Abide by Health and Safety statutory legislation requirements, understand his/her responsibility in case of a medical emergency and keep records in an accident book.
- Ensure that all fire regulations are displayed and adhered to.

Data Protection

A teacher should:

- Behave in accordance with sound data protection principles on the General Data Protection Regulation (GDPR). These principles are summarised in Appendix A.
- Standards of good practice for the relationship between teacher and student for principals of dance schools, studio principals and individual teachers should:
- Conform to sound business practice.
- Employ teaching staff with experience and qualifications appropriate to the levels and techniques to be taught. Student teachers should be trained and supervised to ensure maintenance of the school's teaching standards.
- Have written, clearly defined aims and objectives setting out the broad goals to be achieved by the school. A similar set of objectives will be stated which outline the benefits a pupil can expect to receive through the teaching staff's conscientious implementation of them.
- A teacher should have a written health and injury prevention and child protection policy.
- Apply appropriate teaching aims and assessment procedures to students.
- Ensure that students and families have ample opportunity to communicate with their teachers.

Use adequate and flexible teaching skills to create a productive learning environment.
Individual teachers will:

- Encourage communication between students and him/herself and other students.
- Communicate a love of dance and encourage the art of dance.
- Demonstrate professional attitudes, including punctuality, reliability and responsible care of students.
- Develop self-discipline and self motivation in the students.
- Transmit general concepts of movement in addition to those of a particular dance style.
- Develop in the students an appreciation of the characteristic style of each specific discipline taught.
- Recognise and develop each student's potential and offer appropriate guidance for further progress.
- Recognise physical differences and limitations and different learning styles, modifying the teaching and seeking advice where necessary. The teaching and choreography must be anatomically safe, and physical corrections must be attempted in a careful and sensitive manner.
- Uphold the rules of their dance teaching society/organisation.

Social Media

A teacher should:

- Ensure that all persons (staff, volunteers, parents and pupils) are aware of the zero social media policy. That no photos, videos and full text names are to be used unless by the person with parental responsibility for the pupil. Or extra consent has been acquired.

Appendix A – the six principles of the Data Protection Act 1998

The six principles of the General Data Protection Regulation (GDPR) may be summarised thus. All data recorded by dance teachers concerning individuals with whom they come into contact (be they child or adult) must adhere to:

1. Lawfulness, fairness and transparency
2. Purpose limitation
3. Data minimisation
4. Accuracy
5. Storage limitation
6. Integrity and confidentiality

Notification – In certain circumstances (but not all) dance teachers need to register with the Information Commission.

A dance teacher (the data controller) who holds personal data manually (i.e. not stored on a computer) is exempt from registration. All dance teachers, however, must comply with the six principles of the General Data Protection Regulation (GDPR)

A dance teacher who holds personal data on computer or other electronic means may be required to register with the Information Commission depending on the data held and the purpose/s for which it is held. If, for example, personal data is only stored for the dance teacher's accounting purposes and record keeping then it might be that registration is not required. This should always be confirmed with the Notification.

A dance teacher who holds any health-related information electronically (e.g. on a computer, word processor etc) must, without exception register with the Information Commission.

In summary:

Where records held are 100% manually (i.e. not on a computer) there is no need to register with the Information Commission.

If any information is held electronically then notification (registration) may be required except where data held is health-related when notification is compulsory.