



# ADF DANCE ACADEMY

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## CODE OF CONDUCT

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PRINCIPLE

## Our Approach

At ADF Dance Academy, creating a welcoming and uplifting environment for every student, family and member of staff is at the heart of everything we do. Our ethos is built upon inclusion, mutual respect and ensuring all individuals feel comfortable to be themselves and proud to be part of ADF Dance Academy. We aim to provide a space where students can build confidence, friendships and a genuine passion for dance whilst feeling valued and inspired throughout their Academy journey.

This Code of Conduct has been created to help maintain the authentic environment and positive atmosphere that form an important part of ADF Dance Academy's unique community.

## Respect and Consideration for Others

All students, parents, carers and those connected to the Academy are expected to treat others with kindness, respect and consideration at all times. Positive behaviour helps create an environment in which students feel supported, encouraged and confident to participate. Respect should always be shown towards teachers and staff, fellow students, parents and carers, facilities and property and the wider Academy community.

## Positive, Inclusive and Supportive Environment

Every individual progresses at their own pace and should feel comfortable learning within a setting where kindness towards others is embedded throughout all areas of ADF Dance Academy. We encourage students to support classmates positively, celebrate one another's achievements, focus on personal progress and development and build friendships and confidence through dance.

Dance should be an enjoyable and enriching experience where students feel happy and able to be themselves. We believe individuals are most able to grow in confidence, enjoy their dance journey and reach their full potential when feeling valued and comfortable to express themselves freely.

## Student Conduct

Students enrolled with ADF Dance Academy are expected to conduct themselves in a positive and respectful manner throughout classes, rehearsals, performances, events, trips and any other activities connected to the Academy.

Student conduct includes:

- Showing kindness and teamwork
- Listening carefully and following guidance
- Responding positively to feedback and direction
- Arriving prepared and ready to participate
- Maintaining an enthusiastic attitude towards learning
- Respecting Academy spaces, venue facilities and belongings

Conduct that negatively affects the experience of others may result in an individual's participation in activities and opportunities being reviewed to maintain the Academy's warm and welcoming environment.

## Parent/Carer Conduct

We pride ourselves on maintaining a friendly manner and atmosphere throughout the Academy. It is important that the environment built and upheld is always treated with respect and consideration and is not taken advantage of in any way.

Parents/carers are expected to:

- Communicate with kindness and respect towards others
- Maintain healthy relationships within our dance community
- Support and follow Academy policies and procedures
- Demonstrate a positive and supportive attitude towards the Academy
- Respect the professional judgement of ADF Dance Academy regarding class placements, opportunities, participation and student development, recognising that these decisions are considered in the best interests of students, classes and the wider Academy
- Avoid comparisons or discussions regarding the abilities, performance or class placement of other students. Assessment of progress, development and class suitability remains the responsibility of the Academy

Aggressive, abusive, intimidating, disrespectful or inappropriate conduct, whether verbal, written or online, will not be tolerated. Where behaviour, communication or conduct negatively affects the wellbeing or experience of anyone connected to the Academy or the running of activities, we reserve the right to review, suspend or terminate participation or enrolment where necessary to help protect the values and ethos of ADF Dance Academy.

## Communication with ADF Dance Academy

We value positive and friendly communication throughout the Academy. To help maintain a safe and organised setting, attention during arrival periods, classes and collection times must remain focused on student supervision and the smooth operation of activities. Staff will not be available for discussions immediately before and during activities or at collection times. Routine questions, requests and communication should therefore be directed by email. Where additional discussion is required, appropriate arrangements will be suggested and can always be made.

## Class Observation

During classes, students can concentrate fully, participate more freely and gain the greatest benefit from their learning when the environment remains focused and free from distraction. For this reason, classes should not be observed unless invited to do so by the Academy. Whilst watching discreetly from designated waiting or collection areas may be appropriate, all individuals are asked to avoid standing directly outside doors, windows or teaching spaces in a way that may distract students, disrupt sessions or affect the focus of the class.

## Teamwork and Representation

We believe some of the most valuable parts of dance come not only from progress and achievements, but from teamwork, friendships and meaningful experiences created. Students are encouraged to represent ADF Dance Academy positively throughout classes, rehearsals, performances, competitions, events, trips and any other related activities. Expectations, guidance and requirements shared before participation should always be respected and followed to help ensure positive and professional representation of the Academy.

## Health, Safety and Wellbeing

The wellbeing and safety of students will always remain a priority. By working together responsibly, we can maintain a safe and supportive setting. Students, parents/carers and visitors are expected to follow Academy procedures, contribute to a caring and secure environment and respect the wellbeing of others. Any behaviour that may place others at risk or compromise wellbeing may result in further action being taken.

## Fairness and Consistency

As an Academy, we believe fairness and consistency are important in helping maintain our community. We endeavour to work constructively with students and parents/carers wherever possible to uphold ADF Dance Academy's standards, values and ethos. The expectations within this Code of Conduct apply equally to everyone throughout all areas of Academy life.

## Understanding and Following This Code of Conduct

By enrolling with ADF Dance Academy, students and parents/carers acknowledge and accept the expectations within this Code of Conduct. This Code of Conduct works alongside the Academy's Terms and Conditions, Attendance and Commitment Policy, Safeguarding and Child Protection Policy, Health and Safety Policy and Photography, Video and Social Media Policy.

## Monitoring and Review

This Code of Conduct will be reviewed annually or sooner where necessary to reflect changes in legislation, guidance, Academy practice or operational arrangements. Overall responsibility for monitoring and review rests with the Principal and Responsible Person.

## Final Statement

At ADF Dance Academy, we want every student, family and individual connected to the Academy to feel welcomed, valued and supported. By working together with kindness, respect and consideration for others, we can continue to uphold the positive and encouraging environment that remains at the heart of ADF Dance Academy.