



Code of Conduct for Teachers, Staff and Volunteers

At Dance Projection we are fully committed to safeguarding, professionalism, and promoting the well-being of all students, staff, and members. This Code of Conduct sets out the standards expected of all teachers, staff, and volunteers. It reflects our core values of integrity, respect, inclusion, and safety, ensuring the highest standards of teaching and learning.

Adherence to this Code is essential for the effective running of our organisation and to protect the reputation of the profession.

1. Fundamental Professional Principles

Integrity

- Act with honesty, fairness, courtesy, and consideration at all times.
- Uphold and enhance the good standing and reputation of the teaching profession.
- Work collaboratively and respectfully with colleagues, students, families, and organisations.
- Never attempt to influence or intimidate examiners, judges, or colleagues.

Objectivity

- Make professional and business judgements free from bias.
- Ensure students are never discriminated against on the grounds of sex, race, colour, religion, age, disability, national or social origin, or any other status.
- Work openly and cooperatively with students, families, and colleagues.

Competence

- Only accept roles or work for which you are qualified and competent.
- Recognise limitations in your knowledge and take steps to continually develop your skills.
- Undertake continuing professional development (CPD) to ensure your practice remains current.
- Support colleagues in developing their own professional competence.

Due Skill and Diligence

- Carry out professional work with skill, care, and regard for recognised standards.
- Ensure no action or omission on your part is detrimental to the safety or interests of students.

Courtesy and Consideration

- Safeguard the well-being and interests of all students.
- Always act in ways that justify the trust and confidence placed in you.

Confidentiality

- Respect all confidential information obtained through your role.
 - Never use information for personal gain or disclose without consent, except where legally required.
 - Abide by data protection legislation at all times.
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2. Professional Conduct and Responsibilities

- Always place the well-being and safety of students first, above performance outcomes.
 - Develop positive, professional relationships based on mutual trust and respect.
 - Never abuse authority, misuse power, or exert undue pressure on students.
 - Treat every student as an individual, setting realistic and achievable goals.
 - Promote dance as an enjoyable, creative, and rewarding experience.
 - Provide encouragement and positive reinforcement, never ridicule or demean students for mistakes.
 - Plan lessons to be inclusive, challenging, engaging, and age-appropriate.
 - Recognise different learning styles and adapt teaching methods accordingly.
 - Demonstrate empathy, patience, and professionalism at all times.
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3. Professional Standards and Behaviour

- Maintain consistently high standards of behaviour, language, punctuality, appearance, and reliability.
- Ensure you hold valid insurance and an up-to-date DBS Certificate.
- Never be under the influence of alcohol or drugs while teaching or supervising students.
- Dress appropriately and professionally for all teaching sessions.
- Always remain positive, enthusiastic, and supportive in your role.

4. Safeguarding, Safety and Statutory Responsibilities

- Follow all safeguarding policies and report any concerns, incidents, or disclosures immediately, in line with the Safeguarding and Protecting Children Policy.
- Ensure safe dance practice by:
 - Teaching classes of appropriate size, age, and standard.
 - Providing suitable flooring, ventilation, heating, and changing facilities.
 - Being aware of physical differences and ensuring choreography is anatomically safe.
 - Using physical corrections only when careful, sensitive, and appropriate.
- Understand and comply with all health and safety legislation.
- Keep accurate accident and medical records; display and adhere to fire safety procedures.
- Hold appropriate liability insurance and meet all statutory business requirements (e.g., tax, copyright, licensing, music use).

5. Publicity and Professional Reputation

- Promote services in a way consistent with the dignity of the profession.
- Avoid any advertising or publicity that disparages colleagues or damages the reputation of the profession.
- Celebrate achievements honestly and accurately, never mislead or exaggerate.
- Use professional titles and qualifications truthfully.

6. Commitment to Students and Learning

- Inspire and encourage a lifelong love of dance and the performing arts.
- Develop students' discipline, motivation, and appreciation of movement.
- Recognise and nurture each student's potential, offering appropriate guidance for progression.
- Encourage students to take responsibility for their own performance, behaviour, and learning journey.
- Ensure learning environments are inclusive, respectful, and safe.

7. Breaches of Conduct

Breaching this Code of Conduct may result in disciplinary action. Serious or repeated breaches may lead to the termination of employment, volunteering role, or membership.