

English National Ballet School

BEHAVIOURAL Policy

Code of Safe Conduct for Students

- Conform to the student health and safety policy, all health and safety rules and signs, fire precautions and emergency procedures, ask if you do not understand any aspect of these.
- Report all accidents, near misses, potential hazards and damage immediately.
- Do not interfere with or misuse anything provided for the health and safety of students or staff.
- Do not act in a way that could endanger yourself or others; do not play practical jokes.
- Do not run, especially on stairs or steps. Use handrails; never read while walking.
- Clean up any spilt liquids, tracked in rain etc. immediately.
- In the event of you being called upon to handle bulky or heavy objects, only lift or move what you can easily manage; always bend your knees and keep your back straight – take the stress in your legs, not your back. Do not overreach; do not climb on anything not meant for the purpose; use a ladder, ensuring that it is good condition.
- Electrical equipment is regularly checked and is normally safe when properly used, **BUT:** • never touch electrical equipment with wet hands
- Always keep electrical supply cables and wires away from wet areas or from where they could be walked over etc.
- Always switch off equipment if not in use;
- Conform to the Emergency Communication Procedure in the event of a terrorist attack.

Code of Conduct (Learning Agreement)

This statement aims to balance the needs of the individual with the needs of the group of students. It finds its basis in the rules of your chosen profession. The purpose of this document is to ensure that all students can focus on and benefit from first class training, and that everyone values and is valued by the School community. Failure to comply with the Code of Conduct may result in disciplinary action being taken; this may include detention, suspension or permanent exclusion from the School.

The Staff of English National Ballet School will:

- Comply with all School Policies in the Student Handbook, with particular regard to Safeguarding, Wellbeing, Equal Opportunities and Health & Safety.
- Provide the help and support you need to make the most of your education and training.
- Provide pastoral care, advice and guidance to support you as you adjust to living away from home.
- Welcome and encourage respectful dialogue and opinion sharing.
- Ensure equality and fairness of treatment for all
- Challenge and sanction unacceptable behaviour
- Provide tutorial opportunities to discuss your work.
- Advise students to stay healthy throughout their time in school.
- Commence and finish all classes at the agreed time.
- Provide formative and summative written and oral feedback throughout your training and assessments.
- Support students in transition who are leaving the course in the 1st or 2nd Year.
- Support you in your search for employment during your 3rd Year.
- Comply with any of the regulations the School deems necessary to ensure safety surrounding Covid-19. This includes daily symptoms reporting prior to entering the School, following PHE and NHS social distancing and self-isolation rules.

As a student, I agree to:

- Prioritise my health and fitness. Smoking and vaping are not condoned by the School and is actively discouraged. Smoking and vaping are prohibited, including in public places, whilst in School uniform.
- Comply with the School's zero tolerance approach to alcohol and drugs. I understand that alcohol and drug abuse will not be tolerated and will be dealt with accordingly.
- Meet required levels of fitness, including taking personal responsibility for the appropriate nutritional intake and suitable levels of sleep.
- Comply with the advice and plans given by the School Healthcare staff including the physiotherapists, strength and conditioning, nutritionists, performance psychologist

and any of the external doctors and specialists. I understand this is to ensure safe training while I am an ENBS student.

- If I wish to have a second opinion or seek advice, I will always discuss this with the Healthcare Manager and not organise any appointment prior to this.
- Comply with the School regulations regarding Equal Opportunities and Health & Safety.
- Swipe in and out via the sign-in screen to comply with safeguarding, health & safety, fire, and evacuation requirements.
- Be mindful of safeguarding and security and report anything that seems suspicious, or any behaviour that makes me feel uncomfortable, to a member of staff immediately.
- Always wear my School uniform and Student ID card whilst on site.
- Demonstrate the highest standards of behaviour within the School, in its surrounding areas and in my accommodation. I understand that at all times and wherever I am, I must act as an exemplary Ambassador for the School.
- Have respect for staff and fellow students and understand that bullying of any form will not be tolerated and will be dealt with accordingly.
- Take responsibility for my personal development and education.
- Arrange external appointments outside School hours wherever possible.
- Attend all classes and scheduled activities, arriving punctually and ready to learn. This includes bringing paper, pen, and portfolio for academic and tutorial classes.
- Contact the office as soon as possible if I am going to be absent due to illness or any other reason. I must re-notify the office each day I am absent.
- Complete all assignments on time as agreed with the individual member of staff.
- Take responsibility for communicating with teachers and administrative staff where necessary.
- Be willing to contribute to all aspects of School life.
- Promote an inclusive and tolerant environment
- Report any incidents of bullying or harassment to a member of staff
- Have respect for the School environment and all areas of the Company's premises at such times that students are working within their studios. This includes helping to keep studios and other areas tidy by returning equipment to its correct place after use.
- Not chew gum in School or whilst working in English National Ballet's premises.
- Only use my mobile phone in the changing rooms, Common Room or in case of an emergency. Phones will be confiscated if used in the corridor or brought into class, unless prior agreement has been given by a member of staff.

- Keep valuables in a locked locker or deposited in the School office. I understand that theft of another person's property will not be tolerated and will be dealt with accordingly.
- Discuss with my tutor, complete an authorised absence form, and await agreement for permission to attend any external competitions or auditions.
- Wear correct dance uniform when at, or representing the School, including classes or rehearsals outside of the School's premises. Appropriate outdoor dress should be worn when representing the School at external events.
- Attend external classes/summer courses only with the prior authorisation of the Artistic Director and provided I am not harbouring any injury. Unauthorised attendance or attendance with an injury will be seen as a breach of the Code of Conduct.
- Only engage with any external promotional or social media activity in which the School is named with prior authorisation from the Artistic Director.
- Not audition, nor accept offers of placement at other Schools during the attendance of such external courses/classes, unless prior permission has been given by the Artistic Director.
- Fully participate in the My First Ballet touring company and / or any other guest workshop opportunities provided by the School during the course.
- I understand that the award of the School's Diploma or Certificate is conditional upon completion of the **entire course** unless specifically agreed with the Director of Dance.
- Comply with both English National Ballet School's and, where appropriate, English National Ballet's Code of Conduct when performing or rehearsing with the Company. The Company will monitor and report to the Directors any such breach of either their own or the School's Code of Conduct.
- Comply with this code of conduct any time you are representing the School, including when performing off the premises.

Full Name:

Signed:

Date: