

# English National Ballet School

## Learning and Teaching Agreement 2025-2026

This policy is inclusive of our expectations of students, our commitment to students, previously called our Student Code of Conduct and Behavioural Policy and applies to all locations of study, including but not limited to, the Carlye Building, the Royal Academy of Dance, and English National Ballet.

All students will be required to read and agree to this document prior to the start of each academic year.

### **Our Aim**

English National Ballet School (ENBS) aims to have a respectful and open environment in which young people thrive. Our aim is to create a culture where all members of our School feel welcome and confident. We believe that every individual is important, should have a voice and be encouraged to reach their potential. We aim to work in such a way that demonstrates how we respect, value, consider and support each other, and work with integrity always. 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.

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 Staff of ENBS will:**

- Comply with all School Policies referenced in the Student Handbook, with particular regard to Safeguarding, Equal Opportunities and Health & Safety.
- Provide the help and support students need to make the most of their education and training.
- Provide clinical and pastoral care, advice and guidance to support students with a positive transition into life at ENBS.
- Advise students to stay healthy throughout their time in School, facilitating lectures and utilising advice from experts.

- Provide tutorial opportunities to discuss students' work, using formative and summative written and oral feedback throughout the students' training and assessments.
- Welcome and encourage respectful dialogue and opinion sharing through engaging and empowering the student voice.
- Ensure equality and fairness of treatment for all.
- Challenge and sanction unacceptable behaviour.
- Commence and finish all classes at the agreed times indicated within the timetable.
- Support students as they transition from the School following either successful completion of the course or withdrawal.

### **As a student, I agree to:**

#### **Values**

- Be willing to contribute to all aspects of School life.
- Promote an inclusive and tolerant environment.
- 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.

#### **Healthcare**

- 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.
- Take 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 coach, 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 Head of Healthcare and not organise any appointment prior to this.

## Safeguarding and Safety

- Sign-in and out via the sign-in screen to comply with safeguarding, health and safety, fire, and evacuation requirements.
- Students are not permitted to be in Studio 3 (Gym, Carlye Building) without a member of staff present.
- 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.
- Report any incidents of bullying or harassment to a member of staff.
- Comply with the School regulations regarding Equal Opportunities and Health & Safety.
- 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.
- Not chew gum whilst on site.
- 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.

## Appearance

- In addition to the published School Uniform 2025-26 List, please kindly adhere to the following:
  - Students must always wear their School uniform. Jewellery is not allowed except for small stud earrings, and men should be clean-shaven.
  - **Level One:** No make-up, fake tan, or nail polish permitted.
  - **Level Two:** Only very minimal and faint make-up, subtle fake tan, and clear or subtle nail polish permitted.
  - **Level Three:** Normal make-up allowed with minimal, subtle fake tan and nail polish permitted.
- Appropriate outdoor dress should be worn when representing the School at external events.

## Professionalism

- 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.
- Arrange external appointments outside School hours wherever possible.
- Take responsibility for communicating with teachers and office staff where necessary.

- 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 in line with the Absence Procedure.
- Attend all classes and scheduled activities, arriving punctually and ready to learn. This includes bringing paper, pen, and portfolio for academic and tutorial classes.
- Complete all assignments on time as agreed with the individual member of staff.
- I understand that the award of the School's Diploma or Certificate is conditional upon successful completion of the course and confirmed in writing by the School.
- Only use my mobile phone in the changing rooms, Common Room or in case of an emergency. Inappropriate use of phones will result in consequences, including your phone being confiscated if used in the corridor or brought into class, unless prior agreement has been given by a member of staff. This is in line with the Phone Policy outlined within the Student Handbook 2025-26.

### **Performances / Auditions**

- Discuss with my tutor, Artistic Director, and Healthcare team, and await agreement for permission to attend any external competitions or auditions.
- 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.
- 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.
- Only engage with any external promotional or social media activity in which the School is named with prior authorisation from the Artistic Director.
- Fully participate in any required performance opportunities or School events.
- Comply with both the 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.

## Code of Safe Conduct for Students

- Conform to the Health & Safety Policy, all health and safety rules and signs, fire precautions and emergency procedures. Ask if you do not understand these.
- Report all accidents, near misses, potential hazards and damage immediately to the Facilities Manager.
- 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 when provided.
- Clean up any spilt liquids immediately or alert a member of staff.
- 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.
- Always keep electrical supply cables and wires away from wet areas or from where they could be walked over. Never touch electrical equipment with wet hands.
- Always switch off equipment if not in use.

If you have any questions or concerns about this agreement, please speak to your tutor, the Head of Wellbeing and Safeguarding, or Registrar.

You can also email [info@enbschool.org.uk](mailto:info@enbschool.org.uk).