

LYME SCHOOL OF BALLET

Teaching Policy

Lyme School of Ballet (LSB) teaches the Royal Academy of Dance (RAD) ballet syllabi. The Principal, Mrs. Freya Bell (A.K.A. Miss Freya), is an RAD Registered Teacher who abides by the RAD's rules and regulations for their registered teaching professionals.

RAD is recognised internationally for the highest of standards in dance teaching and learning. Their rigorous annual Continuing Professional Development (CPD) requirement for all RAD Registered Teachers promotes lifelong learning and continual reflection.

Our policies for teaching are drawn from the RAD's *Code of Professional Practice* which is required to be implemented by all RAD Registered Teachers. At LSB, we expect the following standards from our teachers whether they are presently registered with the RAD or not.

Expectations of LSB staff and teachers:

It is expected that, at all times, LSB staff will...

- treat one another, students, parents and guardians with respect.
- celebrate diversity and work together with colleagues, students, parents and guardians inclusively.
- act with fair dealing, honesty, integrity, professionalism, courtesy and consideration for other dance professionals, organisations, students, and their families.
- work with parents and guardians in the best interests of the students.
- act as an advocate for dance.

It is expected that, at all times, LSB teachers will...

- have secure and up-to-date subject knowledge, skills and understanding.
- demonstrate comprehensive RAD syllabus knowledge.
- commit to engage in regular CPD.
- engage in self-evaluation of their teaching.
- deliver quality and excellence in their teaching.
- forge positive professional relationships with colleagues, students, parents and guardians.
- encourage students to reach their full potential by promoting their emotional, intellectual and physical well-being.
- ensure a safe and stimulating class environment.
- show students a positive attitude towards class and make clear the values and behaviours expected of them.
- encourage students to take a responsible and conscientious attitude to their learning.

- promote the value of progression and achievement.
- never misrepresent their qualifications, experience or professional status to anybody.
- maintain high standards and expectation of attendance and student punctuality.

Planning and teaching well-structured lessons:

It is expected that, at all times, LSB teachers will...

- devise lessons appropriate to the students' current abilities / levels.
- have knowledge of the vital vocabulary and assessment criteria at each level of the RAD syllabi.
- understand pedagogical principles including simplification of complex movements, repetition, variation and student feedback.

Adapting teaching where appropriate and necessary:

It is expected that, at all times, LSB teachers will...

- continually assess students and identify how much assistance they require.
- differentiate lesson material appropriately for mixed ability classes.
- have a clear understanding of all students' backgrounds, abilities and weaknesses etc.
- make use of different models of teaching relevant to each student's age and stage of learning.

Managing behaviour:

It is expected that, at all times, LSB teachers will...

- set clear rules in class and promote respectful and courteous behaviour from all.
- establish a framework of discipline using praise and rewards, not punishment.
- exercise appropriate authority as the teacher.

Entering students for RAD examinations:

It is expected that, at all times, LSB teachers and staff will...

- comply with all relevant policies, rules and regulations as published by the RAD Examinations Board.
- maintain the highest of professional standards when dealing with candidates, parents and guardians, especially in respect of examination fees and results.
- ensure that any exam fees are itemised and clearly explained.

- not misrepresent or abuse their status as an RAD Registered Teacher, therefore eligible to enter candidates for examinations.
- never enter candidates for examinations on behalf of another teacher who is not registered with the RAD.

Professional Conduct:

It is expected that, at all times, LSB teachers and staff will...

- maintain the highest standards of ethics and behaviour within and outside class.
- not demean or undermine students, parents, guardians or colleagues or act towards them in a discriminatory manner regarding age, belief or faith, class, disability, gender, marital status, race or sexual orientation.
- take good care of students under their supervision at all times.
- observe student confidentiality in a manner consistent with today's legal requirements.
- comply with all relevant legal obligations (e.g. child safeguarding, data protection, equality, health and safety).

Breaching the *LSB Teaching Policy* and / or the RAD's *Code of Professional Practice* may...

- give rise to disciplinary action or exclusion from LSB.
- give rise to sanctions from higher up at RAD Headquarters. The RAD has a number of sanctions, under their Disciplinary Rules and Procedures, for RAD Registered Teachers who breach their *Code of Professional Practice*. These include:
 - The member being reprimanded.
 - The member having their membership terminated.
 - The member's RAD teaching registration removed.
 - The member being declared ineligible for RAD membership application or teacher registration for a specified period or indefinite amount of time.

To view the RAD's *Code of Professional Practice* alongside their *Code Of Conduct* please go to:
<https://www.royalacademyofdance.org/about-the-rad/policies-procedures-and-regulations/>

For the RAD's *Student Grievance and Complaints Policy and Procedure* please go to:
https://assets.royalacademyofdance.org/wp-content/uploads/2025/03/Student-Grievance-and-Complaints-Policy-and-Procedure_2024-25-Final-v2-1.pdf