

Code of Conduct & Professional Practice for Dance Teachers **(UK)**

Preamble

As members of the International Dance Teachers' Association (IDTA) or affiliated organisations, all dance teachers are expected to **maintain high standards of professional conduct**. This Code sets out expectations in line with current UK law (including the Data Protection Act 2018, UK GDPR, safeguarding legislation, Health & Safety law, and relevant association rules) and best practice in the dance sector.

1. Unprofessional Conduct

A member may be subject to disciplinary action if they knowingly commit or are complicit in any of the following:

- a. Breaching the rules of the British Dance Council or equivalent recognised governance rules in force.
 - b. Affiliation with or support of any body which conducts dance examinations or medal tests, unless it is recognised by or affiliated with a body approved by IDTA or the British Dance Council.
 - c. Publishing or distributing any examination, assessment, or syllabus content before its official release by the relevant governing body.
 - d. Using IDTA (or other recognised professional association) membership or qualifications for advertising or publicity in a way that is not permitted by association rules.
 - e. Attempting to influence or intimidate examiners or judges, or interfering with official assessment processes.
 - f. Advertising in a manner that criticises or denigrates fellow professionals or associations.
 - g. As an adjudicator or examiner, discussing publicly or privately the merits of competitors outside formal feedback mechanisms in a way that is unprofessional or breaches confidentiality.
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2. Professional Etiquette & Good Practice

The following are not usually grounds for formal disciplinary action but are expected to be avoided; they reflect standards of conduct in the profession:

- Soliciting pupils from another teacher's class, including via direct approach, leaflets, telephone calls, or in-person as pupils leave or arrive at another class.
- Unseemly or public disputes with colleagues, other professionals, or associations.
- Criticising examination methods or standards in public or to students, in ways that demean professional bodies.

- Behaviour in public (or at events) that may reflect poorly on the profession.
 - Attempting to displace another professional from their premises or students through unfair or dishonest means.
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3. Fundamental Principles of Professional Conduct

3.1 Integrity

- Act honestly, fairly, and courteously in all professional dealings.
- Maintain the reputation of the profession.

3.2 Competency & Continued Professional Development

- Do not undertake work which you are not qualified or competent to do.
- Seek appropriate training in areas such as first aid, safeguarding, child protection, inclusive practice, anatomy/nutrition, and examination preparation.
- Stay up to date with syllabus changes, association updates, and teaching best practice.

3.3 Safeguarding & Child Protection

- Comply with current safeguarding legislation (such as the Children Act, Working Together statutory guidance, Keeping Children Safe in Education—or equivalent in your country), and with association policies.
- Hold up-to-date Disclosure & Barring Service (DBS) checks (or relevant national equivalent) when required.
- Have a clear safeguarding policy, know how to report concerns, and ensure all staff / assistants are trained.

3.4 Health & Safety

- Comply with the Health & Safety at Work Act 1974 and any other relevant regulations.
 - Ensure all teaching venues are safe: flooring, lighting, temperature, ventilation, changing areas, etc.
 - Conduct risk assessments regularly; record and act on issues.
 - Ensure first aid provision is in place; staff know procedures for injury / accident.
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4. Data Protection & Confidentiality

- Comply with UK GDPR and the Data Protection Act 2018. Personal data should be: lawfully processed, fairly, transparently; collected for specified purposes; adequate and not excessive; accurate; kept no longer than necessary; processed in a manner

that ensures confidentiality and security; subject to individuals' rights (access, erasure, etc.).

- Only publicly share student images or personal data with explicit consent.
 - Store records (attendance, assessment, health information) securely. Maintain basic retention periods in line with legal guidance and good practice.
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5. Equality, Inclusion & Respect

- Treat all students, families, colleagues, and other professionals with fairness, dignity, and respect. No discrimination on grounds of sex, gender identity, race, colour, religion, disability, sexual orientation, age, or other protected characteristics.
 - Recognise different learning styles, physical capabilities, and adapt teaching accordingly.
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6. Professional Relationships & Communication

- Maintain appropriate boundaries with students; communicate with parents or guardians in ways that are transparent, honest, and respectful.
 - Offer constructive feedback; avoid harassment, bullying, or misuse of authority.
 - When giving comparisons, always treat other teachers, organisations, or examination bodies with professionalism.
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7. Business Conduct & Advertising

- Only advertise services truthfully, without misleading claims, and in compliance with association rules.
 - Do not disparage or criticise other dance professionals or organisations in marketing materials.
 - Use titles or credentials only if legitimately held and recognised by the relevant body.
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8. Compliance & Disciplinary Action

- Members must comply with all published rules, policies, and procedures of their professional association(s).
- Failure to adhere may result in disciplinary measures, suspension, or termination of membership, especially in cases involving safeguarding or major breaches.
- Allegations must be investigated fairly, with conflicts of interest declared; disciplinary procedures must follow natural justice.

References to Current Legislation & Policy

- Data Protection Act 2018 & UK GDPR (rights, lawful bases, retention, security) (procterdanceacademy.co.uk)
- Safeguarding guidance in UK: Keeping Children Safe, Working Together, statutory duty, DBS etc. (idta.co.uk)
- Health & Safety at Work Act 1974, regulations for safe workplaces and risk assessments. ([People Dancing](#))