

## National Youth Ballet 2023 Season Code of Conduct and Residential Rules

Please find below our Code of Conduct, NYB Values and the Residential Rules that we expect all National Youth Ballet participants to follow at all times. National Youth Ballet is built upon principles of mutual respect, care and support. We encourage all of our young people to behave in a way that is aligned with our core values.

NYB Values	
Safe	We champion healthy and sustainable practice.
Nurturing	We contribute to a mutually positive and nurturing experience.
Respectful	We are respectful of each other, and show this in our interactions with everyone; both online and in person.
Inclusive	We value diversity and proactively seek to create an inclusive environment for all stakeholders.
Communal	We are a community and we grow from our shared experience.
Creative	At our core we are creative and collaborate in our creative process.
Challenging	We challenge perceptions about what ballet is and conventions about who ballet is for.
Sustainable	We acknowledge that there is a climate emergency. We are action-oriented and committed to using our influence, resources and skills to be a positive force for change.
Exceptional	We work hard to create high quality educational and dance experiences.

As a part of your commitment to the company we need you to read through the Behaviour Policy. You will be introduced to the Pastoral Care Team on the first day of our Residential Performance Company. [Nisha Denton](#) is our Safeguarding and Support Team Manager and Barbara Palczynski is our Designated Safeguarding Lead. We will also have a number of House Parents at the residential company to look after all of our dancers from a pastoral perspective. If you have any concerns, or any accidents or injuries, please report them to a member of staff as soon as possible so that they can support you.

### General

- NYB participants must always follow National Youth Ballet’s instructions and guidance on

health and safety.

- As in the professional world, we expect all of our young people to be punctual for all classes, rehearsals and performances.
- Please make sure your hair is neat and tidy and appropriate for all classes, rehearsals and performances.
- The use of offensive, abusive language and swear words is unacceptable at all times.
- Bullying (including cyber bullying) is a serious matter and it is always unacceptable.
- Smoking for those under the age of 18 (including the use of electronic cigarettes and other such items) and the use of alcohol or drugs are not permitted.
- Participants must hand all electronic equipment to staff when requested. This could include tablets or mobile phones. An example of this is during rehearsals and performances at theatres where a member of National Youth Ballet staff will collect electronic equipment. All participants must understand National Youth Ballet staff are at liberty to request this in line with our Safeguarding Children and Young People and Social Media Policies.

### **Residential Rules**

- Access: There will be no access to houses during the day, unless in an absolute emergency. Please ensure you pack everything you need for the entire day, and bring your bag with you to breakfast. You will be able to return only after the last class of the day before dinner.
- **Nut Allergy: National Youth Ballet is a nut-free zone. Please do not bring in any food containing nuts.** Some of our young people also have severe food allergies to dairy, egg, nuts, sesame seeds, kiwi and fresh fish so please bear this in mind if bringing in food snacks. We also kindly ask that children don't share food. Our kitchen is fully prepared and briefed.
- Bed Times:
  - Age 13 and under 8.30pm Lights out: 9.00pm
  - Age 15 and under 9.30pm Lights out: 10pm
  - Age 16 and over Back in rooms by 9.30pm
- Evening Events: Evening events are compulsory for all dancers unless involved in a rehearsal.
- Fire Alarms: **YOU MUST NOT USE AEROSOLS** in rooms/dorms or studios – these **will** set off the fire alarms. **YOU MUST NOT USE THE TOASTERS OR MICROWAVES IN THE HOUSES.** There will be a charge to reset the fire alarm, should this occur, as the fire brigade is automatically called. This results in a waste of vital fire brigade time, and reflects extremely badly on the whole NYB company.
- Environment: Please respect the National Youth Ballet environment by keeping personal and communal areas clean and tidy. Please use the available recycling facilities and bins provided. Please keep your dorm areas clean and tidy at all times.
- NYB participants must not cause damage to property either at the theatres or at Elmhurst Ballet School. Vandalism will not be tolerated, and any costs of repairs will be the responsibility of the NYB participants and their families.
- Leaving Campus: NYB participants may not leave the campus at any time.
- Mobile Phones: must be switched off and not used during the artistic lessons, unless teaching staff have indicated that they will be needed for a specific purpose. All young people under the age of 14 must hand in their devices at bedtime.
- Out of bounds: NYB Participants must not go into areas which are out of bounds.
- Relationships: NYB Participants should not engage in a physical relationship with another

participant. If you have any concerns or worries about this you can speak to a member of the team in confidence.

- Security: Door codes are an important security measure and they should never be given out to other groups, parents or visitors.

When a participant's behaviour falls below expectations in the residential areas or rules are broken, the House Parent will take appropriate action and inform the Safeguarding and Support Team Manager (SSTM). Sanctions may include a loss of free time and structured activity put in its place such as additional duties in the residential area including tidying the common rooms, kitchen duties and other community-based tasks. The House Parents will record these sanctions and the SSTM will be informed. In the case of the behaviour being classed as severe, the Artistic Director will be informed.

### **Support**

If you have a concern or worry you can speak to a House Parent, Nisha (our SSTM) or any other member of the NYB team who will be happy to listen to you. If you do not feel able to speak to someone at NYB and/or your parent/carer, you can call childline on 0800 1111.



Thank you for your help and cooperation.