



# Rambert Grades Code of Conduct and Professional Practice

2024-25

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This Code of Conduct and Professional Practice set out the standards which all Rambert Grades Members are required to uphold and should be read in conjunction with the Membership Agreement and Membership Terms and Conditions.

## 1 - Code of Conduct

1.1 This Code of Conduct applies to all Members of Rambert Grades and will be applied at point of acceptance of the Membership Agreement and Membership Terms and Conditions. This Code of Conduct will remain in force until such time as the Member cancels their membership, or their membership is terminated by Rambert Grades.

1.2 The Member will:

1.2.1 Not speak on behalf of Rambert Grades or hold themselves out as an employee of Rambert Grades

1.2.2 Never knowingly engage in any corrupt or unethical practice which may adversely affect the reputation of the Member, or by extension Rambert Grades

1.2.3 Maintain the dignity of the Rambert Grades membership, the dance sector and the profession of teaching dance

1.2.4 Observe and comply with all rules, regulations, policies and procedures as published by Rambert Grades in relation to membership, syllabi and examinations

1.2.5 Observe and comply with the requirements of the Rambert Grades Teachers' Handbook

1.2.6 Uphold the principles of diversity, equity and professionalism in all dealings with students, fellow Members, the public and Rambert Grades employees

1.3 Any breach of this Code of Conduct brought to the attention of Rambert Grades will be investigated in line with the Complaints Policy and may result in action being taken in line with the Sanctions Policy.

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## 2 - Code of Professional Practice

2.1 The Code of Professional Practice applies to all Members of Rambert Grades and will be applied at point of acceptance of the Membership Agreement and Membership Terms and Conditions.

2.2 The Code of Professional Practice sets out the standards of conduct and professional practice that Rambert Grades expects of its Members and Trained Teachers, underpinned by the Rambert Grades Mission, Vision and Values.

2.3 This Code of Professional Practice will remain in force until such time as the Member cancels their membership, or their membership is terminated by Rambert Grades.

## 3 - Rambert Grades Vision, Mission and Values

**Vision:** To lead and empower dancers and educators across the globe. We do this through providing the foundational structure, creative inspiration and awarding framework to develop excellence in dance.

**Mission:** Rambert Grades' mission is to train and empower exceptional leaders in contemporary dance practice and through our unique syllabi develop the next generation of learners and dancers.

As a professional dance membership and awarding organisation Rambert Grades is internationally recognised as the benchmark for training in contemporary dance practice, investing in our teachers and trainees to develop their skills and careers.

We achieve this through our training framework, developed to be accessible to teachers and learners from all backgrounds, geographies and entry points.

Through our examinations we inspire and celebrate each student's individual dance achievements, enhancing their artistic outlook and transferable skills for their future.

### **Values:**

**Excellence** – we aim for excellence in all we do. Through our training, examinations and sector support we aim to retain the highest global standards of practice and leadership

**Diversity** – we believe in delivering practice that is reflective of the breadth of society and we create opportunities for all to participate

**Individuality** – we celebrate individuality in all aspects of our work, encouraging Members and learners to develop their own distinct voice and practice

**Inclusion** – tackling perceived and real barriers to participation are key in the creation of Rambert Grades training and examinations and drive thinking for the development of truly inclusive practice

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Pioneering – operating within a global context we seek to uncover new ways of working to best support our Members and learners across the globe

Enjoyment – we aim to instil the joy of dance in all we do, from the youngest to the oldest learners, we aim to make every interaction a positive and affirming experience

In upholding the Vision, Mission and Values Rambert Grades commits to:

- Clear and open communication with Members
- Acting with integrity and professionalism
- Continuing to deliver quality and excellence
- Developing existing and new syllabi to reflect profession dance practice
- Upholding and celebrating diversity and inclusion both internally and in the formation of qualifications
- Developing and advocating for the artform of dance

## **4 - Expected practice and behaviour of Members**

4.1 All Members and Trained Teachers of Rambert Grades will make the student journey and their learning their primary objective and as such are expected to uphold the highest standards in teaching and conduct.

4.2 Rambert Grades expects all Members and Trained Teachers to:

- 4.2.1 Have a secure knowledge of the syllabi
- 4.2.2 Act with professionalism
- 4.2.3 Recognise that teaching and learning are collaborative processes
- 4.2.4 Engage in professional development and skills building
- 4.2.5 Work with parents and guardians in the best interests of students and the development of their skills

## **5 - Teaching Practice**

In the delivery of the Rambert Grades syllabi it is expected that all Members and Trained Teachers will:

5.1 Demonstrate thorough syllabus knowledge:

- 5.1.1 Remain faithful to the intention of the syllabus materials. Adaptation and teaching approach may be set by the Member and their students
  - 5.1.2 Have a secure and up to date knowledge of the examination specifications for which students are being prepared
  - 5.1.3 Be mindful of students abilities and prior dance experience and plan lessons to nurture their individuality, curiosity and imagination
  - 5.1.4 Break down and develop material and exercises as is appropriate to the physical, motor and learning needs of the students and their current
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abilities

5.2 Plan and teach well structured lessons

- 5.2.1 Devise appropriate lessons based on knowledge of each student's current abilities
- 5.2.2 Ensure that the Opening and Closing elements of the class are observed in line with syllabi training.
- 5.2.3 Account for the practical constraints of the space such as studio size or floor coverings
- 5.2.4 Understanding of the Rambert Grades pedagogical principles

5.3 Inspire, motivate and develop students:

- 5.3.1 Encourage all students to reach their full potential, developing their personal worth as well as emotional and physical well-being
- 5.3.2 Support understanding that the studio is a place of investigation as well as being an environment of mutual respect, sharing, collaboration and excitement
- 5.3.3 Establish a learning environment which is secure and inclusive and ensure that all who work in it celebrate diversity and mutual respect
- 5.3.4 Discuss with students that failing is part of the learning process and that not succeeding the first time is an important part of an educational journey
- 5.3.5 Guide students to reflect on the progress they have made and their continuing needs and goals
- 5.3.6 Employ a range of written, spoken and non-verbal communication tools to ensure all learners are included
- 5.3.7 Adapt your teaching practice to suit the age and stage of learning of your students
- 5.3.8 Use the individual comments received as part of the examination process to support the ongoing development of the student

5.4 Adapt teaching to the needs of individual students:

- 5.4.1 Assess the stage of each student's learning and if they require any assistance (personal or otherwise) with specific movements
- 5.4.2 Understand how to adapt technical exercises and performance material to enable all students to participate equally in the lesson and/or examination
- 5.4.3 Gain a clear understanding from parents or guardians where a student has additional learning needs and the teaching practices required to support the student to engage with the subject

5.5 Build a positive learning environment:

- 5.5.1 Set clear expectations and promote respectful and kind behaviour from all students
  - 5.5.2 Acknowledge that every teacher and student has enormous worth and brings to the learning environment unique knowledge that is grounded
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in personal experience

5.5.3 Build a positive relationship with students and their parents or carers

5.5.4 Fully consider the well-being of vulnerable children and/or adults at risk

## **6 - Continuing Professional Development**

6.1 Participation in ongoing professional development is mandatory for Rambert Grades Members in order to maintain up-to-date knowledge and skills in relation to the Syllabi and evolving dance practice. Full details of the CPD expectations can be found in the Membership Terms and Conditions at Section 4.

6.2 Rambert Grades expects its Members to keep up to date with developments in safeguarding processes as part of their ongoing professional practice.

## **7 - Examinations**

7.1 Rambert Grades examinations focus on the student learning journey and are designed to motivate students in their training. Examinations aim to form a moment of celebration, acting as both a marker of progression and development.

7.2 The below is a summary of the Rambert Grades examination expectations, full requirements can be found in the Examination Terms and Conditions and the Teachers Handbook.

7.3 When entering candidates for examinations the Member must:

7.3.1 Comply with all Rambert Grades published rules and regulations and those of the Rambert Grades regulator Ofqual

7.3.2 Understand the content of the examinations, mark schemes and assessment criteria

7.3.3 Register all students in the Rambert Grades Member Area with the correct details for certification

7.3.4 Register all examinations through the Rambert Grades Member Area

7.3.5 Understand the filming requirements for examination submissions and the formation of examination Sets

7.3.6 Have gained permission to process the personal data of students for the purpose of examinations

7.3.7 Maintain high standards of openness when dealing with candidates, parents or guardians in respect of examination fees

7.3.8 Understand the examination report and certification process and pass this information on to candidates

7.4 When entering candidates for examinations the Member must not:

7.4.1 Hold themselves out as a Trained Teacher of Rambert Grades if their membership has lapsed, is suspended, or is terminated for any reason

7.4.2 Enter candidates on behalf of another person

7.4.3 Fraudulently submit candidates or misrepresent their identity

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- 7.4.4 Tamper with, deface, replace or amend examination reports or examination certificates
- 7.4.5 Pass certificates to a third party which is not the defined candidate or their parent or guardian
- 7.4.6 Attempt to contact the examiner or influence the outcome of any marking process

## 8 - Safeguarding

8.1 Safeguarding is the process of protecting children and adults at risk from abuse or neglect. Members must implement safeguarding practices that put the well being of students, staff and teachers at the forefront of all activities.

8.2 Rambert Grades believes that the safeguarding of everyone that engages with the Syllabi is of the utmost importance. Therefore Rambert Grades expects all Members to meet the following minimum criteria at point of application and at point of renewal:

- 8.2.1 proof of a criminal record check (enhanced disclosure or international equivalent) which must be renewed every three years
- 8.2.2 a self-declaration relating to criminal convictions
- 8.2.3 ensuring appropriate safeguarding policies and procedures are in place for working with children and adults at risk

8.3 Full details relating to safeguarding expectations can be found in the Membership Terms and Conditions.

## 9 - Breaches of the Code of Professional Practice

9.1 If a Member or Trained Teacher should know of, or become aware of, any breach of this Code of Professional Practice by another Member or Trained Teacher it should be raised with Rambert Grades in accordance with the Rambert Grades Complaints Policy.

9.2 Breaches of the Code of Professional Practice may also be brought to the attention of Rambert Grades by non-members such as a student, parent or any member of the public.

9.3 Any breach of the Code of Professional Practice brought to the attention of Rambert Grades will be investigated in line with the Complaints Policy and may result in action being taken in line with the Sanctions Policy.

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