



The purpose of a Code of Ethics is to establish and maintain standards for teachers and to inform and protect members of the public using the teachers' services. It is a series of guidelines rather than a set of instructions; however certificated teachers should understand that teaching is a deliberately undertaken responsibility and that they should fully comply with the principles embodied within this Code of Ethics. All documents, policies and procedures referred to in this document can be obtained from the Panache Dance Fitness head office or website.

Humanity

- All teachers must respect the rights, dignity and worth of everyone they work with, and respect those individuals' ultimate right to self-determination. In line with the Panache Dance Fitness Equality Policy, they must treat everyone equally, within the context of the activity, including written material, regardless of age, ability, gender, sexual orientation, domestic circumstances, ethnic background, religious beliefs, political persuasion and social or cross-cultural differences.
- The teacher will be concerned primarily with the well-being, health and future of the individual and only secondarily with the improvement of performance.
- A key element in the teacher-student relationship is the development of independence. Students should be encouraged to accept responsibility for their own behaviour and performance both in class and outside.
- Teachers are responsible for setting and monitoring the boundaries between a working relationship and friendship with their students.
- Any relationship between teacher and student relies on mutual trust and respect. The student should be made aware of the qualifications and experience of the teacher and given the opportunity to consent to or decline proposals for training and performance.
- Each student is unique and should feel valued as such, being supported by the teacher to express and develop their individuality.
- Every student has a right to an environment which provides for their physical and personal safety, and within which they feel physically and personally safe.
- Activities should be provided according to current good practice and in line with existing health and safety regulations.
- Teachers must be familiar with and strictly adhere to the Panache Dance Fitness Child Protection and Safeguarding Adults policies and procedures.

Commitment

- Teachers should clarify in advance with class members and/or employers the number of sessions, fees and method of payment. They should also explore with class members and/or employers the expectation of the outcome of class attendance.





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- Teachers who become aware of a conflict between their obligation to their students and their obligation to the organisation employing them, must make explicit the nature of the conflict and the loyalties and responsibilities involved, to all parties concerned.

Co-operation

- Teachers should communicate and co-operate with each other and with other allied professions in the best interests of their students and the organisation.
- Teachers should make every attempt to be aware of any medical or physical conditions which require special consideration, and plan accordingly. Students should be made aware, however, that ultimately they are responsible for their own health and medical condition.
- Teachers should welcome evaluation of their work by colleagues and be able to account to participants, employers, trade associations, professional bodies for what they do, and why.

Integrity

- The teacher should refrain from public criticism of colleagues. Differences of opinion should be dealt with on a personal basis and more serious disputes should be referred to Panache Dance Fitness.
- Teachers must encourage class members to behave in accordance with the Code of Ethics.
- Teachers must accept responsibility for the conduct of their class members insofar as they will undertake to discourage inappropriate behaviour.
- Teachers must never advocate or condone the use of proscribed drugs or other banned performance enhancing substances.
- Teachers should treat teachers of other group exercise organisations, and their work with respect.

Confidentiality

- Teachers inevitably gather a great deal of personal information about class members in the course of a working relationship. Teacher and student must reach agreement as to what is to be regarded as confidential information, i.e. not divulged to a third-party without express approval of the student.





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- Confidentiality does not preclude disclosure of information on a 'right-to-know' basis, for example when assessing student teachers for qualification, when recommending them for professional purposes, or if abuse is suspected.

Personal Standards

- The teacher must consistently display high personal standards and project a favourable image of the organisation and its work to participants, students, other teachers, other organisations, the media and the general public.
- The teacher has an obligation to act as a positive role model in terms of health, cleanliness and functional efficiency and should not engage in any behaviour that adversely affects other teachers or class members.

Safety

- Teachers have an obligation to ensure the safety of their students as far as possible within the limits of their control.
- All reasonable steps should be taken to ensure a safe working environment for all concerned.
- All work and the manner in which it is done should be in keeping with regular and approved health and safety practice.
- All activity being undertaken should be suitable for the age, experience and ability of the participants.
- All resources used must be appropriate for the activity and the participants concerned, and maintained in a safe condition.
- Class members should be made aware of their personal responsibilities in terms of safety.
- All participants must complete a pre-exercise checklist (and confer with their GP if necessary) prior to commencing activity.
- All accidents must be recorded and reported as appropriate.
- All Teachers should hold a valid First Aid Certificate.

Advertising

- Any advertising by teachers in respect of qualifications and/or services should be accurate, professional and restrained.





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- Teachers should not display an affiliation with any organisation in a manner that falsely implies sponsorship or accreditation by that organisation.

Competence

- Teachers shall confine themselves to practice within group exercise activities in which they have been trained/educated and certificated.
- Teachers should engage in self-analysis and reflection to identify professional needs, and to develop a concept of lifelong learning and a commitment to Continuing Professional Development (CPD).
- CPD should include the accumulation of knowledge and skills through formal education, independent research and the accumulation of relevant, verifiable experience.
- Teachers should ensure that they have adequate insurance cover in terms of indemnity and civil liability and that any necessary licenses to use music have been obtained.

