

Black British Theatre and Performance

Code of Conduct

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BLACK BRITISH THEATRE AND PERFORMANCE PROGRAM

CODE OF CONDUCT

High standards of academic and social conduct are essential to participation in BADA's Black British Theatre and Performance Program. For over 30 years, BADA's students have established an enviable reputation for taking their studies seriously and behaving in a mature manner. All concerned in the administration of BADA are determined to maintain that reputation.

This document is designed to leave you in no doubt as to the standards expected and also of the consequences of breaching those standards.

Should a participant breach any of the standards laid out in this document, the Dean may expel that person and require their departure from BADA. In such an instance there will be no refund of fees. The judgement of the Dean of BADA is absolute and final in the event of any dispute, offence or grievance and no negotiation for appeal will be entered into with parents or others.

We therefore urge you as strongly as possible to read through and understand these policies and to ensure that you, your parents and / or others sponsoring you are fully apprised of the contents of this document.

Requirements for satisfactory completion of course

In order to satisfactorily complete the program offered by BADA, participants are required to attend all classes, lectures, master classes, excursions, seminars and meetings. They are also required to complete all reading assignments and preparatory work for the classes. Records of attendance are kept for all these activities and unexplained absences will be used when determining whether the course of studies has been pursued successfully.

Unsatisfactory completion of courses

The Black British Theatre and Performance Program is an intensive program, requiring sustained and committed study from its participants. If for any reason your teachers become concerned at your progress or engagement with the program, they will discuss your situation with the Course Director who may discuss the concern with the Dean; in extreme circumstances this could affect your continued participation of the program.

Unauthorised Absences

Due to the intensity and time constraints of this four-week course, participants are required to attend all classes, lectures, master classes, excursions, seminars and meetings. Any absences may seriously impinge your satisfactory completion of the course, your development, and the development of your classmates.

BADA defines an unauthorised absence as a full day's study. Illness or absence with BADA's consent do NOT count as unauthorised.

Participants should notify BADA in person **as soon as** they realise they are not able to attend classes on any particular day.

Work, Placements and Internships

Students are not permitted to work during their course of study due to the intensive nature of BADA's programs and as doing so is a breach of UK visa regulations. For the same reason BADA will not offer or arrange work placements or internships or permit participants to accept such positions elsewhere during their time at BADA. Participants studying at BADA are not permitted to bring dependents.

Honesty

BADA assumes honest behaviour on the part of all participants. Participants must scrupulously avoid any action that might be construed as cheating, stealing, lying or plagiarism.

Interaction of academic and social conduct

Social conduct has a clear impact on performance. We remind you that study is your priority while participating in BADA's Black British Theatre and Performance Program.

You are expected to organise your time and activities so that you are well rested and thoroughly prepared for each day of classes. Your teachers will report to the Course Director if they conclude this is not the case. The Course Director may then be forced to speak to the Dean of BADA and they may come to the conclusion that you are not a genuine participant on BADA's Black British Theatre and Performance Program and require you to leave.

You are expected to confine socialising, within or outside the accommodation, to evenings when you have no classes, excursions or other academic activities that evening or the following day.

While on the Program you must take responsibility for maintaining your own health, get plenty of rest and eat appropriately.

Social policies

All Participants on the BADA Black British Theatre and Performance Program are expected to abide by its regulations and to conform to its high standards of social behaviour. Participants at BADA over the years have created an excellent reputation for responsible and mature conduct. We expect you to maintain this reputation.

Alcohol policy

The program operates a '**zero tolerance policy**' with regards to the consumption of alcohol during academic hours. It is strictly prohibited for participants to attend any classes during the Black British Theatre and Performance Program under the influence of alcohol or suffering the effects of alcohol.

Similarly, failure to attend any Black British Theatre and Performance Program classes, lectures, master classes, excursions, seminars and meetings due to consumption of alcohol will be viewed as immediate failure to satisfactorily complete the course.

Failure to abide by this policy will result in automatic expulsion from the program.

Drugs Policy

The sale, distribution, use or possession of a controlled drug or substance is illegal in Great Britain and the British Police are stern in their application of the law. **Any breach of this law by a participant at BADA will result in expulsion from the program and a report being sent to your home.**

Equality and Diversity

BADA is committed to the Equality and Diversity of opportunity for all applicants on the program. Discrimination of any kind will not be tolerated and will result in immediate expulsion from the program.

Bullying, Sexual Assault and Harassment

BADA expects all participants, faculty and staff to adopt behaviour which respects the dignity of all individuals. It is the responsibility of all students, faculty and staff to assist in eliminating bullying and thus all are encouraged to contribute to a positive working environment by challenging unacceptable behaviour in a constructive way. Sexual Assault and Harassment will not be tolerated in any way and any accusation will be investigated in accordance with BADA's policies.

All are reminded that under no circumstances are other persons allowed to stay over in the accommodation rooms.

[BADA's full policy can be found on our website.](#)

Staff/Faculty and Student Relationships

BADA regards it as unethical and inappropriate for a member of BADA Staff/Faculty to enter into a romantic or sexual relationship with a participant and vice versa, even if consensual. This applies even if the staff/faculty member and participant have no direct teaching contact and/or the two parties are involved in separate programs. Failure to abide by this will result in disciplinary action and possible dismissal of both parties from the program.

The full policy can be accessed via the link below:

<http://www.bada.org.uk/our-policies/staff-faculty-relationships>

Protocols for actors rehearsing scene for class

When a rehearsal is private i.e. with no faculty present, it is especially important to acknowledge and respect boundaries in rehearsing scenes with sexual content or consensual sexual touching, including kissing. Early in the process, actors will talk about the sexual content of the scene and will say what is physically acceptable to them within the context of the rehearsal.

If the actor feels unsafe at any point the actor may say 'Hold' to temporarily suspend the rehearsal, and the sexuality, sexual touching, or protocols should be discussed. If an agreement on rehearsing such moments cannot be reached, then the actors may rehearse

other moments, or may agree to suspend the rehearsal. They should then, either individually or together, take their concerns to the class faculty member.

In rare circumstances, actors may be assigned or choose to work on a scene for class that gives rise to a depiction of sexual assault. Actors should only choose such work in consultation with the teachers; teachers should only make such assignments in consultation with the actors; and all parties should be confident that these protocols will be used by the actors to rehearse the scene safely for the purposes of the class.

Fire equipment

Throughout all the various facilities there is safety equipment, particularly for use in the case of fire. Misuse of this equipment is highly irresponsible and is a criminal offence in the United Kingdom. It will be reported to the Police for prosecution.

Buildings and facilities

You are expected to show the utmost respect to all facilities and your accommodation. If you cause any damage, you may be liable for the full cost of the repairs.

Noise

All participants of the program live in shared accommodation. Each individual participant has the responsibility to ensure that their conduct does not make life less enjoyable for others. The most frequent source of concern and complaint is excessive noise. The most frequent complaints relate to talking loudly or shouting, especially late in the evening, and any participant reported to the Course Director or the Dean for such an infraction will be dealt with severely.

Thank you in advance for your serious consideration of the above contents. We look forward to having you on the Black British Theatre and Performance Program.