

Staff/Faculty and Student Relationships Policy

UK Office

14 Gloucester Gate
London NW1 4HG
+44 (0)20 7487 0730

US Office

900 West End Avenue, 15F
New York, NY 10025
+1 212 203 6956

BRITISH AMERICAN DRAMA ACADEMY

Registered charity: 291796.
Company limited by guarantee registered
in England & Wales. Reg No. 1828640.

www.bada.org.uk
info@bada.org.uk

Staff/Faculty and Student Relationships Policy

The integrity of the staff/faculty-student relationship is a key part of the Academy's educational mission. This relationship vests considerable trust in the staff/faculty member, who, in turn, bears authority and accountability as a mentor, educator, and evaluator. This pedagogical relationship must therefore be protected from influences or activities that can interfere with learning and personal development.

Staff/Faculty should ensure that their behavior does not put students or themselves or others in an uncomfortable or difficult position by, for example, suggesting meetings offsite in informal settings, such as restaurants or pubs; they should also not agree to meetings offsite suggested by students. Professional activity should always be carried out in appropriate spaces (e.g. classrooms, meeting rooms or offices). It is acceptable for staff/faculty to be in a social environment with students after theatre visits, or as a moment of closure at the end of the teaching block or rehearsal period; but only if it is evidently non-exclusive (i.e. all members of a class or cohort are invited). Under no circumstances should an invitation be extended to a student or students to visit a staff/faculty member's home.

Due consideration should be given to the power imbalance that exists between teacher and student and care should be taken to ensure that contact and behavior are professional, appropriate, non-intimidating and unbiased (this includes not favoring one student or group of students within the cohort). Staff/faculty should avoid allowing themselves to become indebted to students during their course of study (this includes refusing any offer by students to pay for meals or drinks or buying meals or drinks for students). Staff/faculty may accept small gifts at the end of the teaching block or at semester end.

The Dean and/or Welfare Officer should be made aware of all social events where students and staff/faculty are present.

BADA regards it as unethical and inappropriate for a member of staff/faculty to enter into a romantic or sexual relationship with a student, even if consensual.

In addition to creating the potential for coercion, any such relationship jeopardises the integrity of the educational process by creating a conflict of interest and may impair the learning environment for other students. Finally, such situations may expose the Academy and the staff/faculty member to liability for violation of laws against sexual harassment and sex discrimination.

This policy applies to:

- All BADA staff/faculty, as well as external contractors, directors and masterclass instructors.
- All students enrolled on a BADA program.

The policy applies even if the staff/faculty member and student have no direct teaching contact and/or the two parties are involved in separate programs.

BADA recognises that the individual support offered throughout our training invites a strong bond between staff/faculty and students. However, BADA must ensure that this relationship remains professional at all times. All staff/faculty are expected to uphold this policy and be aware that they are in a position of authority and influence. Therefore, no intimate relationship should occur between a member of the BADA staff/faculty and a BADA student, either on or off the premises.

Violations of the above policy by any staff/faculty member will lead to an investigation and will result in disciplinary action and possible dismissal for gross misconduct. Staff/faculty or students with questions about this policy are encouraged to consult with the Dean or Managing Director.

Formal or informal complaints regarding an alleged violation of this policy should be brought to either BADA's Dean or Managing Director. They must in turn ensure that relevant other parties, including the Designated Safeguarding Lead, are informed that a complaint has been made and ensure that appropriate further actions are taken.

Should a student, staff/faculty member experience unwanted or inappropriate behaviour or if they consider that they have been adversely affected by a misuse of power, authority, or conflict of interest, they should refer to BADA's Bullying, Sexual Assault and Harassment Policy for the full reporting procedure.

Student and Faculty Grievances

Where applicable and permissible within UK law, BADA's relevant partner institution should also be informed regarding the issue and the action being taken by BADA at every stage. If the issue is resolved informally within BADA, a short report should be sent to the relevant partner institution keeping them informed and advising that the matter has been resolved.

Protocols for actors rehearsing scene for class

Every BADA programme begins with discussion and workshops on Boundaries and Consent. These workshops establish clear guidelines, protocols and parameters for appropriate class- and rehearsal room practice. Every new BADA Faculty member should attend B&C workshops in their first semester of teaching. The principles of the B&C work should guide all classroom practice, both when Faculty members are present and when they are not.

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 should say '*Hold*' to temporarily suspend the rehearsal and the content and 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 a 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.