

PADA Performing Team Agreement & Conditions Official Copy 2025/26 Season

This document is the official copy and outlines the agreement and conditions for the PADA Performing Team for the 2025/26 season. To join the PADA Performing Team, signing the agreement form is mandatory. Please note that this agreement pertains exclusively to the PADA Performing Team Sessions & Events.

The PADA Performing Team is exclusively for students who demonstrate commitment to both the team and the academy. The PADA Performing Team Agreement & Conditions serves as a guarantee to PADA that its members will uphold their dedication, ensuring the successful operation of a committed performing team.

Conditions for the PADA Performing Team applies to both PADA Main Team & PADA Small Group Team:

Compulsory	<p>For Students:</p> <ul style="list-style-type: none"> Dedicated to attending all PADA Performing Team sessions during the PADA term time and required days, including any additional rehearsal sessions as necessary. Attendance is required for the Acrobatic Arts Class on either Monday, Friday, or Saturday. Students who are part of the PADA Main Team are required to attend Body Conditioning Class on Saturdays from 14:45 to 15:15. Consistent attendance at all enrolled classes at PADA. Adherence to the PADA Standards & Expectations is required at all times. Collaborating effectively and offering support to team members. Students are expected to cooperate with all individuals within the team. Availability is required for all performances attended by PADA. Adherence to the minimum standard in Acrobatic Arts Foundation Skills. PADA uniform is required to be worn at all sessions and events we attend. Students are required to wear costumes for both performances and dress rehearsals. Ability to learn, practice, and remember choreography is required. Ensure that home practice and monthly homework sheets are completed at least four days per week. 	<p>For Parents & Carers:</p> <ul style="list-style-type: none"> Class fees and all other payments are required to be paid on time. Maintain effective communication with PADA staff. Providing support to the team, extending beyond individual contributions for your child. Respecting teachers' decisions and supporting their judgments in the best interest of the team. Ensure students arrive to class and events on time. Parents are required to provide consent for all photo and video sections on the students' registration form in order for them to join the PADA Performing Team. Collaborate with PADA staff to resolve issues, as described in the Parent and Carer Code of Conduct Policy. A parent's behaviour can impact a student's participation on the Performing Team and at PADA.
Beneficial	<p>For Students:</p> <ul style="list-style-type: none"> It is recommended that students on the Performing Team attend all or most of the additional training classes offered by PADA, as this will be beneficial for their development. Leadership – Leading by example. Participate in additional events organized by PADA. Participate in the PADA Aerial Arts Class to join the Aerial Dances during the Main Team sessions. Participating in fundraising events will be beneficial for students. 	<p>For Parents & Carers:</p> <ul style="list-style-type: none"> Consider volunteering to support the team during events, such as assisting with hair styling, chaperoning backstage, or helping with costumes. While not mandatory, parent support is occasionally needed by PADA. Assist with fundraising activities and participate in fundraising events.
Attitude	<p>For Students:</p> <ul style="list-style-type: none"> Should be cooperative and supportive, working with all members of the team equally. Students should not compare their abilities and progress with others. Our team is strengthened by having members with diverse skills. Demonstrates a strong work ethic and perseverance. Strives to achieve high performance. Collaborates effectively as part of a team. Embraces and undertakes challenges willingly. Respecting and supporting teachers' decisions. 	<p>For Parents & Carers:</p> <ul style="list-style-type: none"> Maintain a positive attitude towards the team and promote team cohesion. Demonstrate respect towards PADA staff members. At events, be courteous towards other dance schools, event organizers, and adjudicators if present. Additionally, respect and follow the rules of the events that PADA attends.

Additional Costs May Include, but not limited to, the following reasons:

- Costume Hire (Included with Diamond Membership).
- Costumes or Accessories to buy.
- Event Entry Fees.
- Event Spectator Costs.
- Travel.
- Additional Rehearsal Fees.

The procedure for managing absences for the PADA Performing Team sessions is detailed below.

The compulsory conditions require students to be committed during PADA term time, as per the calendar available on our website. The Main Team requires 2 hours and 15 minutes per week, while the Small Group Team requires 1 hour per week. Missing a session affects both the individual and the entire team.

Performing Team Strikes may be assigned for absences and other reasons specified in the table below.

All strikes last 12 months per strike at PADA.

Step 1

On rare occasions, students may miss the required Acrobatic Arts or Body Conditioning Class before or after the Performing Team session. However, it is imperative that students attend the PADA Performing Team session. Should students need to arrive late or leave early, PADA can adjust the order of dances to accommodate their participation, as long as this has been communicated and agreed by the principal via email at least 1 day in advance.

Step 2

If you need to request time off for a session specifically for the PADA Performing Team, and **Step 1** is not viable, you must fill out the **PADA Performing Team Absence Request Form Online** at least 14 days prior to the requested date, providing detailed information. Approval depends on conditions, policies, and overall student availability. If the request is not approved, students are expected to attend the Performing Team Session; absence without approval will result in a strike.

This form is exclusively for PADA Performing Team Sessions. Submit one form per date for each performing team session.

Regardless of whether the absence request has been approved or denied and not attending the Performing Team Session, it is required to email PADA notifying the absence according to standard procedure and class attendance policy.

Students are not permitted to be absent for two or more consecutive weeks.

PADA retains the authority to deny or rescind Performing Team Absence Requests at any time, regardless of prior approval, for any reason. Notification will be provided via email.

Strike 1	Performing Team Required Days	Strikes & Consequences
You will receive a confirmation email explaining the reason for your strike. The strike will remain in effect for 12 months from the date it was issued.	"Required Days" refers to specific days when student absence requests cannot be approved for any reason, as it is mandatory for all team members to be present for rehearsals as required by PADA.	Strikes may be issued for various infractions. This policy ensures that only dedicated students are part of the PADA Performing Team.
Strike 2 You will receive a confirmation email explaining the reason for your second strike. An additional 12 months will be added from the date of the strike.	PADA may need to schedule an additional 'required day' if the entire team is needed together.	Strikes may be issued for, but not limited to, the following reasons: <ul style="list-style-type: none"> • Unauthorised absence. • Refusing to attend a performing team session. • Unacceptable behaviour by the student or parents. • Using illness as an excuse to avoid attending the performing team session when not genuinely ill.
Strike 3 The student will be removed from the PADA Performing Team effective immediately.	All required days are noted on the PADA Performing Team pages on our website, as well as on our calendar available on the website.	Additional strikes may be issued for, but not limited to, the following reasons: <ul style="list-style-type: none"> • Failure to submit a Performing Team Absence Request Form for the date of absence. • Missing a Performing Team Session without any prior communication by email to PADA. • Not attending a Performing Team Required Day.
Rejoining PADA Performing Team After Strike 3 A minimum suspension of 6 months will be enforced from the date of the third strike. An additional agreement must be made with the principal of PADA to ensure that a second occurrence of reaching a third strike does not happen again. The final decision rests with the principal of PADA.	Parents are encouraged to check these dates regularly for any updates.	Any parent or carer exhibiting aggressive behaviour towards PADA staff members will be prohibited from accessing PADA facilities. Consequently, the student associated with that parent or carer will also be immediately expelled from PADA.

Some reasons that the Performing Team Absence Requests will be denied include, but are not limited to:

Social events such as parties, birthdays, and sleepovers; attendance at concerts, festivals, and shows; revision or homework for school or college; GCSE, SATs or A-Level preparation; tutoring commitments; tiredness; family gatherings; last-minute holidays; and failure to complete the Absence Request Form. The PADA Main Team session is 2 hours and 15 minutes per week, and the Small Group Team session is 1 hour per week during the PADA Term Time, activities mentioned above can happen outside of the PADA Performing Team Sessions.

By Signing The PADA Performing Team Agreement & Conditions:

- The student attends either Monday, Friday, or Saturday Acrobatic Arts Class.
- PADA Main Team students must attend Saturday Body Conditioning Class.
- I accept all conditions in the PADA Performing Team Agreement & Conditions Form for the 2025/26 season and take full responsibility for any consequences resulting from breaking the agreement.
- I confirm that I have completed the child performance licensing information form (under 16's) accurately and will inform PADA of any changes, which will require completing a new form.
- I understand that PADA is primarily a non-competitive team. Occasionally, PADA participates in competitions to offer students the experience of competitive performance. The main performance opportunities provided by PADA includes showcase performances at various professional theatres and venues.
- All choreography and dances are owned by Phoenix AcroDance Academy. Permission is required for use outside of PADA, and PADA choreography must not be used at other dance or acro schools.
- All music edits are copyrighted by Phoenix AcroDance Academy. Authorization is required for use outside of PADA, and PADA music edits must not be utilized at other dance or acrobatics schools.
- I confirm that I have given full photo and video consent for my child on their registration form, allowing them to join the PADA Performing Team.
- Photos and videos of the PADA Performing Team are owned and copyrighted by Phoenix AcroDance Academy. Copies may include a visible PADA Logo watermark and cannot be shared without permission. Ownership rights does not extend to parents, carers or family members even if the student appears in the content.
- PADA reserves the right to deny or revoke Performing Team Absence Requests at any time for the PADA Performing Team Sessions.
- Parents and carers should engage with PADA Staff constructively to resolve issues, as parent behaviour can impact the student's place on the performing team and the academy. Support and guidance are available through the **PADA Parent and Carer Code of Conduct Policy** and the **PADA Students Code of Conduct Policy**.
- Students missing Performing Team sessions, including unauthorized absences & poor attendance, may lose parts in dances or be replaced without notice. PADA reserves this right.
- PADA has the discretion to revoke the PADA Performing Team Agreements and remove students from the Performing Team at any time.
- I understand that this agreement ensures PADA operates a performing team with committed students.

Disclaimer – Signed parental consent forms will be retained by Phoenix AcroDance Academy in compliance with GDPR. This document is an official copy of the PADA Performing Team Agreement & Conditions for the 2025/26 season. The agreement applies to both the PADA Main Team and the PADA Small Group Team. This form will be retained at Phoenix AcroDance Academy in compliance with GDPR. This PADA Performing Team Agreement & Conditions will be enforced as of 23rd May 2025.

