



PHOENIX
ACRODANCE ACADEMY



WE TRAIN THE NEXT GENERATION OF ACROBATIC DANCERS

PADA PERFORMING TEAM STANDARDS

Season 2026/27 – Version 1.0

PADA maintains a structured approach and upholds standards to promote consistency, integrity, and fairness across our community.

These standards clearly outline what is expected from everyone, fostering an equitable environment. When we uphold these principles together, we nurture mutual respect, trust, and shared responsibility, empowering every member to support the academy's success.

Effective From 1st July 2026

Phoenix AcroDance Academy

1. Purpose and Scope

1.1 This Policy establishes the terms, conditions, and expectations governing participation in the **PADA Performing Team** (the "Team") operated by **Phoenix AcroDance Academy ("PADA")**.

1.2 Execution of this Policy by the Parent/Carer and Student is a **mandatory condition of membership** in the Team.

1.3 This Policy applies exclusively to all **Team sessions, rehearsals, performances, and associated activities** undertaken in the 2026/2027 season.

1.4 The purpose of this Policy is to ensure a **high standard of commitment, conduct, and participation**, enabling the successful operation of the Team.

2. Eligibility and Commitment

2.1 Performing Team Membership is limited to students who demonstrate:

- Consistent attendance;
- Commitment to team requirements;
- Adherence to PADA standards, policies, and expectations.

2.2 Students and Parents/Carers acknowledge that rehearsal participation requires **ongoing commitment throughout PADA term time**, as published on the Academy calendar.

2.3 Parents/carers are required to complete and submit the **PADA Events Commitment Form** for the student within seven (7) days of receipt for each event attended by PADA.

2.4 "Compulsory Event" means an event that requires a minimum number of student participants and for which attendance is mandatory for all members of the PADA Performing Team, or where PADA requires full team participation.

2.5 "Optional Event" means an event that does not require a minimum number of student participants, or where PADA does not require full team participation. However, once a participant commits to an Optional Event, attendance becomes mandatory and the participant will not be able to withdraw.

2.6 For optional events, the **PADA Events Commitment Form** shall include a designated section allowing parents or carers to decline participation for the specific event.

2.7 All students must hold active membership with PADA prior to joining the PADA Performing Team.

3. Compulsory Requirements

3.1 Student Obligations

Students shall:

a. Attend all:

- Scheduled compulsory performances;
- Required rehearsals;
- Designated Team sessions.

b. Maintain attendance in the following minimum classes:

- Friday: Acrobatic Arts & Performing Team (17:00–19:00)
- Saturday: Body Conditioning & Wellbeing (14:45–15:15)
- Saturday: Performing Team (15:15–17:30)

c. Demonstrate:

- Consistent attendance across all enrolled PADA classes;
- Ability to learn, retain, and perform choreography;
- Independent practice using PADA resources.

d. Comply with:

- PADA Standards;
- All applicable Codes of Conduct.

e. Wear required costumes for rehearsals and performances.

f. Conduct themselves in a cooperative, respectful, and professional manner at all times.

3.2 Parent and Carer Obligations

Parents/Carers shall:

a. Ensure all fees and payments are made in full and on time.

b. Maintain effective and respectful communication with PADA staff.

c. Complete or update the PADA child performing licencing information form for under 16's.

d. Ensure students attend all sessions and events punctually.

e. Support the Team as a whole, not solely their own child.

f. Respect all decisions made by PADA staff.

g. Provide required consents, including **photo and video consent**, as a condition of participation.

h. Comply with the **Parent and Carer Code of Conduct Policy**, acknowledging that inappropriate behaviour may affect the student's membership.

4. Recommended (Non-Compulsory) Activities

4.1 Students are encouraged, though not obligated, to:

- Attend additional training classes at PADA;
- Attend optional performances (unless committed);
- Participate in PADA's aerial arts, hand balancing arts & body flexibility sessions;
- Engage in fundraising activities and non-performing events.

4.2 Parents/Carers may assist through:

- Volunteering at events;
 - Supporting costumes, backstage activities, chaperoning, or logistics;
 - Assisting with fundraising initiatives.
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5. Conduct and Behaviour Standards

5.1 Students must:

- Demonstrate teamwork, resilience, and professionalism;
- Refrain from comparing abilities with others;
- Respect staff decisions without dispute.

5.2 Parents/Carers must:

- Promote a positive and respectful environment;
 - Demonstrate appropriate conduct at all events;
 - Adhere to rules set by third-party venues or organisers.
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6. Attendance and Absence Policy

6.1 Attendance is essential. Absence impacts the **entire Team**, not solely the individual.

6.2 Step 1 – Partial Attendance Adjustments

Where possible:

- Students must attend the Performing Team session even if other classes are missed.
- Adjustments (e.g. lateness or early departure) may be permitted **only with prior approval** from the Principal.

Clause 1.2 and 1.4 of the **PADA Attendance and Communications Policy** remains mandatory.

6.3 Step 2 – Formal Absence Request

For all **PADA Performing Team Sessions**, a formal **Performing Team Absence Request Form** must be submitted online by the parent or carer no less than fourteen (14) days prior to the relevant session, for approval. This includes both Friday & Saturday performing team sessions.

Performing Team Absence Requests are not permitted for the mandatory **Required Rehearsal Days** prior an event that the student has committed to.

Approval must be obtained in accordance with the **PADA Performing Team Standards**.

For the avoidance of doubt, submission of an absence request form does not constitute notification of absence. A separate email notification in accordance with **Clause 1.2** of the **PADA Attendance and Communications Policy** remains mandatory.

6.4 Non-Acceptable Reasons for Absence

Absence requests may be refused for reasons including, but not limited to:

- Social events (birthdays, parties, concerts, festivals);
 - Academic work (homework, revision, tutoring);
 - Exams (SATs, GCSEs, A-Levels)
 - Leisure or recreational activities;
 - Competing commitments at other organisations;
 - Late submissions or failure to submit the required form
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7. Fees and Additional Costs

7.1 Participation may incur additional costs including, but not limited to:

- Costumes and accessories;
 - Event entry and spectator fees;
 - Travel and accommodation;
 - Additional rehearsals.
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8. Required Rehearsal Days

8.1 "Required Rehearsal Days" are dates where attendance is **mandatory without exception**.

8.2 These typically include:

- The final three Friday and Saturday rehearsals prior to an event.

8.3 Parents/Carers must:

- Regularly check the PADA website for updates.

8.4 Additional Required Rehearsal Days may be scheduled at PADA's discretion.

8.5 Conflicts with the Required Rehearsal Date must be emailed to PADA within five (5) days upon date announcements. Evidence may be required; approval is not guaranteed if not reported.

9. Disciplinary Measures

9.1 Disciplinary measures include Type 1 and Type 2 consequences, applied at PADA's discretion.

9.2 Type 1 Consequences

May include:

- Removal from dances;
- Reduction in dances or event participation;
- Loss of roles in dances.

May be issued for:

- Low attendance
- Absences without authorisation
- Inappropriate behaviour

9.3 Type 2 Consequences (Strike System)

A strike may be issued for:

- Unauthorised absences without notification;
- Failure to attend Required Rehearsal Days;
- Non-attendance at compulsory performances;
- Failure to submit absence requests;
- Breach of conduct policies.

9.4 Strike Procedure

- **Strike 1:** Written notification; active for 12 months
- **Strike 2:** Additional written notification; extends period by 12 months
- **Strike 3:** Immediate removal from the team. If the third strike occurs fewer than three (3) weeks prior to an event, removal shall take effect immediately following that event.

9.5 Type 1 consequences may be applied alongside Type 2 consequences.

10. Intellectual Property

10.1 All choreography, music edits, and creative works are the **exclusive intellectual property of Phoenix AcroDance Academy**.

10.2 Such materials:

- Must not be used externally without prior written consent;
 - Must not be reproduced or shared with other organisations.
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11. Media and Data Protection

11.1 All recorded media (photo/video) taken by PADA remains the property of PADA.

11.2 Distribution or sharing without permission is prohibited.

11.3 All personal data and consent forms shall be retained in compliance with **UK GDPR requirements**.

12. Membership and Discretion

12.1 Membership in the Team:

- Does **not guarantee** participation in the PADA International Performing Team;
- Requires a separate agreement for international activities or performances.

12.2 PADA reserves the right to:

- Deny or revoke absence requests;
 - Remove a student at its discretion;
 - Terminate membership where necessary.
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13. Acceptance and Agreement

By joining the PADA Performing Team:

- a. The Parent/Carer and Student agree to all terms outlined in the PADA Performing Team Standards.
 - b. Full responsibility is accepted for any consequences arising from non-compliance.
 - c. All required forms, including performance licensing (where applicable), have been accurately completed.
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14. Effective Date

This Policy shall take effect from **1st July 2026**
