

PADA Performing Team Agreement & Conditions

Season 2025/26 – Updated January 2026

Official Copy

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

The PADA Performing Team is 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.

Compulsory	For Students: <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. All Performing Team students must be committed to: <ul style="list-style-type: none"> ➤ Friday – Acrobatic Arts & Performing Team Extra Rehearsals ➤ Saturday – Body Conditioning & Body Wellbeing ➤ Saturday – PADA Performing Team Session Consistent attendance at all enrolled classes at PADA. Adherence to the PADA Standards & Student 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 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. Students are expected to practice their dances independently in their own time and utilise the PADA Performing Team Members Practice Zone available on the PADA website. 	For Parents & Carers: <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	For Students: <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 organised by PADA. Participate in the PADA Aerial Arts Class to join the Aerial Dances during the Performing Team Sessions. Participating in fundraising events will be beneficial for students. 	For Parents & Carers: <ul style="list-style-type: none"> Consider volunteering to support the team during events, such as, but not limited to, assisting with hair styling, chaperoning backstage, or helping with costumes. While not mandatory, parent support is occasionally needed. Assist with fundraising activities and participate in fundraising events.
Attitude	For Students: <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. 	For Parents & Carers: <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. Saturday's PADA Performing Team Session requires 2 hours and 15 minutes per week, and Friday's Acrobatic Arts with the PADA Performing Team Extra Rehearsals requires 2 hour per week. Some Friday sessions will feature a shorter Acrobatic Arts class and a longer performing team rehearsal.

Missing a session affects both the individual and the entire team.

Step 1

On rare occasions, students may miss the required Acrobatic Arts or Body Conditioning Class before 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 step is exclusively for PADA Performing Team Sessions only.

Regardless of whether the absence request has been approved or denied which the student is still not attending the Performing Team Session, it is requirement for parents or carers to email PADA notifying the absence on the day of the absence before the start time of their first class on that day according to standard procedure and attendance policy. Step 2, The Performing Team Absence Request is solely for approval purposes and does not serve as a notification of absence.

The PADA Performing Team uses strikes as a way to promote dedication and responsibility among its members.

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

<p><u>PADA Performing Team Strike 1</u></p> <p>The parent will receive a confirmation email explaining the reason for the strike. The strike will remain in effect for 12 months from the date it was issued.</p>	<p><u>PADA Performing Team Required Days</u></p> <p>"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.</p>	<p><u>Strikes & Consequences</u></p> <p>Strikes may be issued for various infractions. This policy ensures that only dedicated students are part of the PADA Performing Team.</p>
<p><u>PADA Performing Team Strike 2</u></p> <p>The parent will receive a confirmation email explaining the reason for the second strike. An additional 12 months will be added from the date of the strike.</p>	<p>PADA may need to schedule an additional 'required day' if the entire team is needed together.</p>	<p>Strikes may be issued for, but not limited to, the following reasons:</p> <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.
<p><u>PADA Performing Team Strike 3</u></p> <p>The student will be removed from the PADA Performing Team effective immediately. An additional 12 months will be added from the date of the strike.</p>	<p>All required days are noted on the PADA Performing Team page on PADA's website, as well as the calendar on the website. Parents are encouraged to regularly check these dates for any updates.</p>	<p>Additional strikes may be issued for, but not limited to, the following reasons:</p> <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.
<p><u>Rejoining PADA Performing Team After Strike 3</u></p> <p>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.</p>		<p>Any parent or carer exhibiting aggressive behaviour towards PADA staff members, students or other adults will be prohibited from accessing PADA facilities. Consequently, the student associated with that parent or carer will also be immediately expelled from PADA.</p>

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; rehearsals at another dance school or extra-curricular club; and failure to complete the Absence Request Form. Activities mentioned above can happen outside of the PADA Performing Team Sessions & Rehearsals.

By Signing The PADA Performing Team Agreement & Conditions:

- I agree for the student to be part of the PADA Performing Team and must commit to the following classes:
 - Friday's – Acrobatic Arts & PADA Performing Team Extra Rehearsals | 17:00-19:00
 - Saturday's – Body Conditioning & Body Wellbeing | 14:45-15:15
 - Saturday's – PADA Performing Team Session | 15:15-17:30
- 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 I will inform PADA of any changes as early as possible, which will require completing a new form.
- I acknowledge that membership in the PADA Performing Team does not automatically join to the PADA International Performing Team. Participation in international performances requires a separate agreement and contract. Additionally, being a member of the PADA Performing Team is a requirement for eligibility to join the PADA International Performing Team.
- 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 any other dance, acrobatic, or cheerleading schools.
- I acknowledge that students are expected to practice their dances independently in their own time and utilise the PADA Performing Team Members Practice Zone available on the PADA website, where rehearsal videos and music are provided for practice purposes only.
- 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 Student Code of Conduct Policy**.
- Students missing Performing Team sessions or rehearsals, including unauthorized absences & poor attendance, students 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 PADA Performing Team at any time.
- I understand that this agreement ensures as a guarantee for PADA for its members will uphold their dedication, ensuring the successful operation of a committed performing team.

Disclaimer – Signed parental consent forms will be retained by Phoenix AcroDance Academy in compliance with GDPR. This document is the PADA Performing Team Agreement & Conditions for the 2025/26 season. This form will be retained at Phoenix AcroDance Academy in compliance with GDPR. The official copy of the PADA Performing Team Agreement & Conditions is available on the policies page of our website. This updated PADA Performing Team Agreement & Conditions will be enforced as of 1st January 2026.

