

Policy on Students Accepting Dance or Performance Related Employment

Please note that students must not take up dance contracts, undergo training or take part in photoshoots without discussing it first with their tutors and getting the permission and agreement of the Director / Artistic Director.

Purpose of the Policy

This policy applies to all students, but usually to 3rd years who have been offered dance or performance related employment whilst still at school. It is designed to support the needs of the student, but also to uphold the integrity of the training, the Ballet Central tour, and the degree qualification.

1. Central School of Ballet does not actively encourage students to take up work with professional dance companies before completing the course. The aim is always for students to graduate with the BA (Hons) in Professional Dance and Performance, as the School's diverse and intense training and performance opportunities offered by the Ballet Central tour are seen as the most comprehensive preparation for dance employment. This includes longevity of a dance career, versatility in performance, and lifelong learning.
2. When students are considering auditioning for companies it is vital that they first seek the advice and permission of the tutor in charge of the year group. If a student is offered employment or apprenticeships with dance companies which are due to commence before the final day of the course of study, it is the responsibility of the student to inform the Director and the Artistic Director immediately. Each case is treated on an individual basis and will be considered at Senior Management Team and Executive Management Team level. Discussions are seen as a three-way process between the dance company, the School and the student to consider the viability of the student being able to meet the learning outcomes for the degree programme and achieve the relevant qualification.
3. Only offers of employment which are equal to, or surpass the level of training and the performance prospects offered at the School will be considered to be possible. This will be at the Director and the Artistic Director's discretion.
4. It is noted that the School does not offer placement learning or work-based learning. Therefore, if the employment opportunity is approved, a carefully planned set of actions will be created, and signed off by the School, the Student and the company, agreeing the times the student needs to be available to return to the School to complete practical assessments, Ballet Central performances, the graduation solo performances and the dissertation viva assessment. There also needs to be an outline of when written assignments will be completed and handed in, and how the

student will access tutor advice on written work by coming in to school and or by remote communication.

In summary, all of the following points below need to be considered before dance employment or a dance apprenticeship is undertaken by a student before the end of the course.

1. Only in exceptional cases is it possible for students take up employment or an apprenticeship with a company before June of the year of graduation to allow substantial work towards, and assessment of the third year module, CSB 304: National Tour.
2. Each case is considered on an individual basis, and the quality of the learning experience afforded by the involvement with a professional company must be equal to, or must surpass the experience offered at the School. The student must be able to continue to meet the learning outcomes of the course, particularly in ballet and performance. The Director and the Artistic Director will have the final decision on this.
3. The dance company needs to acknowledge in writing the importance of the student completing the BA (Hons) Degree, allowing time and support as required according to the action plan set out before the employment or apprenticeship commences.
4. The student needs to be able to return to school, when and where necessary, to complete practical assessments, in particular the graduation solo and performances with Ballet Central for the End of Year Show. The student also requires adequate time to complete the written and the viva elements of the course, and needs sufficient access to coaching for the graduation solo performance, either in School or with the company. Students should submit drafts of written work, responding to feedback by coming into school, email or over the phone, and negotiated deadlines should be adhered to.
5. Where feasible, the degree should be completed in the normal timeframe for the student's cohort in order to keep both focus and momentum.
6. There must be timely and consistent contact and communication by the student with the school through telephone calls and email.
7. Upon a student's return for assessments and performances, there needs to be an agreed understanding and abiding by the School's expectations of what is required of students. For example, other students may have taken up their role in various pieces of repertoire and the student must adapt with regards to casting.
8. Students who spend time away from the School are still considered to be registered students, and they are not exempt from following the School's Code of Conduct upon returning to school in relation to attendance, timekeeping, uniform, attitudes of

respect towards members of staff and fellow students, and other disciplinary matters as set out in the Student and Programme Handbooks. Any breach would be treated accordingly and in relation to the School's Disciplinary Procedure.

9. The participation and involvement of the student in dance employment or an apprenticeship opportunity should be enough to satisfy the requirements of the degree, and should not be to the detriment of other students. The experience should be seen as having a positive impact on the student's learning, achievement, and progression, as well as the profile of the school, not only in the short term, but also in the long term.

Conclusion

There are exceptional cases where students have taken up work opportunities and have completed the degree with success. This has been the result of the dance company liaising closely with the School, the student undertaking the necessary responsibility to submit work and return to School to carry out required practical assessments, and the dance company providing for the student a learning experience in dance training, coaching and performance which matches and exceeds the learning opportunities available at the School.