

Non-Disclosure of Personal Information or Beliefs by Teachers to Students – 2026

Summary

At the International British Theatre School (IBTS), we uphold a professional and inclusive environment where all students feel safe, respected, and free from external influence.

This policy ensures that teachers and staff maintain professional boundaries by not sharing personal information, beliefs, or opinions unrelated to the educational aims of IBTS programmes.

Policy Statement

IBTS values diversity, equality, and the rights of individuals to hold personal beliefs regarding religion, gender identity, sexuality, politics, and health.

However, the classroom and performance environment must remain neutral and free from personal persuasion, debate, or advocacy on such matters.

This policy is designed to:

- Protect the integrity and focus of our theatre-based curriculum.
 - Safeguard the rights of parents to guide their children's personal development in areas of religion, politics, and identity.
 - Ensure that no student feels pressured or influenced by a teacher's personal opinions.
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Professional Conduct and Expectations

In line with the **DfE Teachers' Standards (2024)** and **Ofsted's 2025 Professional Conduct Framework**, IBTS staff must:

- Never disclose or promote their **gender identity, sexuality, political beliefs, or personal religious opinions** to students.

- Avoid discussing or referencing personal health practices, vaccination choices, or controversial public issues.
 - Maintain a strictly neutral stance if questioned by students about personal matters.
 - Redirect discussions toward the learning focus of the session (e.g. character development, creative expression, or teamwork).
 - Use inclusive and respectful language while ensuring that educational activities remain free from political, moral, or religious bias.
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Curriculum and Content Guidelines

IBTS productions and teaching materials will not include:

- Religious symbolism, allegory, or quotations.
- Political messages, slogans, or references to real-world political events.
- Content related to sexuality or gender identity theory.
- References to vaccination, health ideology, or medical choice.
- Material considered inappropriate for the age and maturity of students.

Students will be assigned roles that match their birth gender unless both the student **and** parent request otherwise.

All productions will reflect our educational objective — **to teach performance arts and creative collaboration, not moral or ideological persuasion.**

Communication and Boundaries

This policy applies to **all forms of communication**, including:

- Verbal and written interaction.
- Electronic messages and social media.

- Online learning platforms and emails.

Teachers must not:

- Share personal details, beliefs, or experiences unrelated to professional duties.
 - Engage in or respond to personal questions that may compromise neutrality.
 - Use social media to discuss or display opinions that could be linked to their teaching role.
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Safeguarding and Complaints

If a parent or student believes that a teacher has inappropriately shared or discussed personal opinions or beliefs, they may raise this through the **Complaints Policy and Procedure 2026**. All concerns will be investigated confidentially and in line with **KCSIE 2025** and the **Staff Code of Conduct**.

Violations of this policy may result in disciplinary action, up to and including termination of employment or contractual duties.

Monitoring and Review

- The Director and Safeguarding Lead are responsible for ensuring compliance with this policy.
 - All staff will review and sign this policy annually as part of their induction and code of conduct review.
 - The policy will be reviewed annually or sooner if legislation or DfE guidance changes.
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Reviewed: 15 November 2025

Next Review Due: 15 November 2026

Policy Owner: Ben Whiteside, Director

International British Theatre School