

IBTS - EASY READ - Non-Disclosure of Personal Information or Beliefs by Teachers to Students 2026

Overview

The International British Theatre School (IBTS) maintains a professional environment focused exclusively on theatre arts. Staff must remain neutral to ensure all students feel safe and free from external influence.

Staff Conduct and Expectations

In accordance with DfE Teachers' Standards and Ofsted frameworks, all staff must:

- **Maintain Neutrality:** Do not disclose or promote personal opinions regarding gender identity, sexuality, politics, religion, or health practices (including vaccinations).
- **Handle Inquiries:** If questioned about personal matters, remain neutral and redirect the student to the lesson's learning focus, such as character development or teamwork.
- **Professional Language:** Use inclusive, respectful language that is free from moral, religious, or political bias.
- **Communication:** This policy applies to all verbal, written, and electronic interactions, including social media and email. Staff must not use social media to display opinions linked to their teaching role.

Curriculum and Production Guidelines

To protect the integrity of the curriculum, IBTS materials and productions will not include:

- Religious symbols, allegories, or quotations.
- Political messages, slogans, or real-world political events.
- Content regarding sexuality, gender identity theory, or medical/health ideologies.
- Casting: Students are assigned roles matching their birth gender unless a different request is made by both the student and parent.

Safeguarding and Compliance

- **Accountability:** Violations of these boundaries may lead to disciplinary action, including termination of employment.
- **Reporting:** Concerns regarding inappropriate sharing of opinions are investigated under the Complaints Policy and KCSIE 2025 guidelines.
- **Responsibility:** The Director and Safeguarding Lead monitor compliance. All staff must sign this policy annually.

Policy Details

- Last Reviewed: May 01, 2026
- Next Review Due: May 01, 2027
- Policy Owner: Ben Whiteside, Director

