



Equal Opportunity Policy

When referenced in this document Raw Energy Dance Education (REDED) includes the Australian School of Performing Arts (ASPA) and ASPA Education.

At Raw Energy Dance Education (REDED) everyone is valued. We aim to foster tolerance, honesty, cooperation and mutual respect. REDed provides equal opportunity for all school-aged students regardless of sexual orientation, disability, pregnancy, maternity, race, religion or belief. REDed programs provide equal opportunity for all. We endeavour to consciously include anyone who wishes to be involved in our activities.

At REDed we aim to promote equality and positive relationships between students, staff members, parents and members of the wider community. We recognise the importance of a safe environment which encourages open and forward thinking so that our students' physical, emotional and intellectual needs can be nurtured and developed.

At REDed, our students come from diverse backgrounds and experiences. Our community seeks to include people:

- from various religious, cultural and linguistic backgrounds;
- with differences in learning abilities and styles;
- with different physical abilities;
- with physical or mental health conditions;
- with differing sexual orientations;
- with differing gender identities;
- from diverse home, family and financial circumstances; and
- with different levels of previous performing arts experiences.

In order to include those who wish to be involved and to help them to flourish, REDed will endeavour to:

- provide a secure environment in which all students, staff and participants can be healthy and safe and feel comfortable to make a positive contribution;
- provide a learning environment where all individuals feel a sense of belonging;
- actively challenge discrimination and disadvantage;
- monitor the needs of each student and respect their individual learning styles and rates of physical, emotional and intellectual development;
- include and value the contribution of all families to our understanding of equality and diversity;
- use inclusive language;
- take reports of harassment or bullying behaviour seriously and to investigate and respond appropriately; and
- respond to any allegations or suspicion of inappropriate behaviour on the part of students, parents, staff or any other associate of the organisation in accordance with REDed's Child Protection Policy and Child Safe Code of Conduct.

To achieve these aims, REDed commits to:

- publishing and sharing our policies with the REDed community;
- working with parents, students and teachers to create tailored support plans where appropriate;
- using available information to respond to a student's diverse needs and overcoming potential barriers to learning;
- ensuring that all reasonable adjustments are made to ensure equality of opportunity;
- having high expectations of behaviour for our staff members, students and REDed families; and
- having a zero-tolerance approach to harassment or bullying of any kind.

Resolution of Disputes and Issues of Concern

REDED will not tolerate bullying, harassment or other inappropriate behaviour from staff, students, parents, guardians or other family members. No staff member, student, parent or family member has the right to harass or bully and no staff member, student, parent or family member has to put up with being harassed or bullied.

Harassment may involve inappropriate actions, behaviour, comments or physical contact that is objectionable, causes offence or makes the victim feel offended, humiliated, intimidated, frightened and/or uncomfortable. Bullying is repeated, unreasonable behaviour that victimises, humiliates, undermines or threatens an individual and creates a risk to physical or mental health and safety.

A student, parent or guardian who feels they have been victimised in any way should speak with REDed staff or contact the REDed Head Office to report the incident.

REDed Extra-Curricular Programs

REDed is committed to the principles of diversity and to supporting all members of our community. We aim to provide an environment that is conducive to the wellbeing and happiness of all dancers and staff.

Exclusions

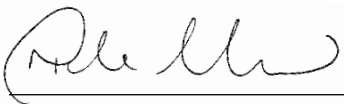
Competitive auditions are a reality of the performing arts. Some aspects of involvement in REDed are restricted to those who audition and successfully meet all audition criteria, which may include:

- an assessment of dance technique;
- level of independence when performing choreography;
- ability to absorb and perform complicated dance routines;
- general dance literacy; and
- stage and presentation skills, including navigating low lighting

Auditions

Video footage of audition choreography is provided to students and parents in advance of auditions. Instructors will explain the audition criteria and coach participants on how to deliver their best possible audition with those criteria in mind. Any auditioning student with disabilities or specific support needs will receive assistance to complete the audition where possible.

We invite any student, or parent of a student, enrolled in a REDed program to contact us to discuss equal opportunity and diversity.



Nicole Muir
CEO

This policy will be regularly reviewed.
Date: September 2025