

## 5. DIVERSITY AND INCLUSIVITY POLICY

At N2 Dance Productions, we believe that dance is for everyone. We are committed to fostering a welcoming, respectful, and inclusive environment where individuals of all backgrounds, identities, and abilities feel valued, supported, and empowered to express themselves through movement.

### **Our Commitment to Diversity & Inclusion:**

#### Respect & Representation

- We celebrate diversity in all its forms, including race, ethnicity, gender, sexual orientation, age, ability, and socio-economic background.
- Our classes, performances, and events reflect the richness of our community and ensure all dancers feel seen, heard, and valued.

#### Gender Diversity & Identity

- We encourage students to express and celebrate their individuality, irrespective of gender stereotypes.
- We use inclusive language

#### Equal Opportunity & Accessibility

- We provide an inclusive space where every dancer, regardless of experience or background, has equal access to opportunities for growth, training, and performance.
- Our classes are non-selective, with exceptions only for specialised groups like showgroups
- All students are given the chance to perform, with stage time determined by factors such as attendance, skill level, and safety considerations.
- We strive to make dance accessible by accommodating different needs, offering flexible learning options, and ensuring our spaces are as inclusive as possible.

#### Safe & Supportive Environment

- We are dedicated to maintaining a space free from discrimination, bullying, or harassment.
- All students, staff, and families are expected to uphold our values of kindness, respect, and inclusivity.
- We foster a culture where children feel safe, independent, and confident in their abilities.

#### Staff Training & Professional Development

- Our team undergoes ongoing education on diversity, inclusion, gender equity, and accessibility to ensure a supportive and informed environment.

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### Individualised Support & Communication

- We engage with students and families to understand individual needs and provide additional support where necessary.
- We communicate class details, skill levels, costs, expectations, and outcomes clearly to dancers and their families.

### Equitable Teacher-Student Interactions

- Our teachers ensure that all students receive equal time, attention, and support in class.
- We listen to students' interests and concerns, adapting our teaching to meet their needs.

### Class Planning & Safety

- Classes are structured to align with health and safety policies, minimising injury risks and supporting physical development.
- We design our curriculum to reflect the needs and interests of our students while maintaining technical progression.

### Promotion of Collaborative Relationships

- We encourage teamwork, helping students develop friendships and learn to collaborate with others.
- We actively teach children that unfair treatment of others is unacceptable and empower them to stand up for their peers.

At N2 Dance Productions, we believe that diversity strengthens our community and that every dancer deserves to feel seen, heard, and valued. Together, we create a space where creativity thrives, friendships flourish, and dance becomes a celebration of all.