

Open Stage Performing Arts Company Ltd

Inclusion Policy

1. Purpose

Open Stage Performing Arts Company Ltd provides arts and health experiences for all, creating engaging activities that benefit physical, social and emotional well-being. These opportunities provide a hub for everyone to access sessions for all abilities and ages. Via Arts and Health experiences, the organisation generates a welcoming and supportive environment. As such, all freelancers, clients, pupils, parents and anyone accompanying children to classes, and any other individuals with whom the organisation comes into contact, are expected to: respect other people, value other people's differences, take care of other people and to value the contribution of every member of the entire Open Stage community. "Inclusion" means enabling everyone to participate in the life and work of the company to the best of their abilities, providing appropriate support and achievement opportunities which recognise each person's individuality.

2. Behaviour

The organisation sets high standards of behaviour for everyone involved in Open Stage Performing Arts Company and aims to become a community which values and respects each individual. In accordance with our Health and Safety Policy, Open Stage has a duty of care to ensure a healthy and safe environment for all individuals, classes and activities. Therefore the following behaviours will not be tolerated from students or their families:

- Bullying;
- Racism, sexism and any other form of discrimination;
- Physical violence;
- Angry outbursts;
- Any other conduct which makes individuals feel that Open Stage is an unsafe environment.

3. Assessment

All students deserve to have their achievements and progression recognised and there are different levels of attainment, according to individual ability.

4. Other Relevant Policies

This policy should be read in conjunction with the Parent Code of Conduct, the Student Behaviour Policy, the Theatre Company Code of Conduct and the Complaints Procedure.

5. Policy Review

This policy will be reviewed annually and kept up to date, as legislation and company circumstances change over time. Meetings will be held regularly as appropriate to discuss any issues that arise in the interim in relation to this policy. In case of any queries or questions in relation to this policy please contact Rachael Jeffery, Director of the Organisation.

Last Updated 31 January 2018