



# Welcome to Attitude Dance Academy

Thank you for choosing Attitude Dance Academy!

We're dedicated to providing a safe, fun, and inspiring environment for dancers of all ages. Our professionally trained instructors nurture confidence, discipline, imagination, and creativity while helping students develop strength, technique, flexibility, coordination, and overall fitness. Every dancer is unique, and we embrace individuality while fostering a lifelong love of dance.

This handbook is here to answer your questions and help guide you through your journey at Attitude Dance Academy.

**Dance with Attitude!**  
**Jordon Steketee – Studio Director**

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## Choosing the Right Classes

We offer a wide range of dance genres including:

- Ballet (RAD)
- Jazz
- Tap (COMDANCE)
- Contemporary
- Lyrical
- Acro
- TKL (Turns, Kicks and Leaps)
- Stretch
- PBT/Legs and Feet
- HipHop
- Commercial

Not sure where to start? We're here to help:

- **Ballet** is the foundation of all dance styles and is a perfect starting point for new dancers. Ballet helps build posture, coordination, creativity, and muscle tone. This makes it perfect for beginners.

**Another thing to consider is your child's personality and interests:**

- Love pop music, has lots of energy and wants a fast paced learning environment? → **Jazz**
- Inspired by ballerinas like Emma Wiggle? → **Ballet**
- Enjoys making noise, instruments and all things music? → **Tap**
- Constantly upside down and loves things like gymnastics and trampolining? → **Acro**

We recommend trialling a few styles and participating in your chosen style/s for at least one full term so students can experience the full progression of the class.

If your child is older or you're unsure of their level, please book an appointment with us or simply send an email to [admin@attitudedanceacademy.com.au](mailto:admin@attitudedanceacademy.com.au). While classes are generally grouped by age, exceptions may apply depending on past dance experience.

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## Year Focus Overview

**Term 1:** Ballet Exam Preparation & Competition Preparation

**Term 2:** Ballet Exam Preparation, Competitions & Tap Exam Preparation

**June July School Holidays:** Ballet Exam workshop

**Term 3:** Concert Preparation, Tap Exams & New Competition Season Training

**September School Holidays:** Tap Exam workshop

**Term 4:** Tap Exams, End-of-Year Concert & New Competition Season Training

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## Watching Classes

Parents are invited to **Watching Weeks at the end of Terms 1 & 2.**

To ensure a positive environment for all, please:

- Keep phones silent
- Please try to remain as quiet as possible throughout the duration of the class
- Please try to remain seated throughout the class

Photos and videos may be taken for personal use only (no social media unless your child is the only one visible or you have asked the families consent)

## Public Holidays

In 2026, Attitude Dance Academy will NOT operate regular classes on any public holidays. We may however, utilise public holidays for extra rehearsals for Performance Team - plenty of notice will be given in these instances.

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## Why Participate in Dance Exams?

We offer **RAD Ballet** and **COMDANCE Tap** exams.

Exams help students:

- Internationally recognised syllabi allows us to ensure students are at the required standard
- Learn new skills and gain recognition
- Prepare for future teaching opportunities
- Build confidence, focus, and discipline
- Set goals and measure progress
- Advance through levels with friends



Starting young is ideal as some levels require prerequisites, and younger students often feel more at ease in exam environments. Exams ensure that our students are reaching their dance milestones and progress through their dance journey successfully. We strongly encourage exam participation as we truly believe that it teaches young people some important life skills such as perseverance, hard work and challenging oneself.

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## Competitions & Performance Team

Competitions offer dancers the chance to perform more often, build confidence, and work as part of a dedicated team. People often say Dance is not a team sport, however, we beg to differ! Our Performance Teams work together and learn the true meaning of working as a team. Our Performance Teams compete in four competitions annually across a variety of styles all around Brisbane, Sunshine Coast and Gold Coast.



### Benefits include:

- Teamwork and friendships
- Stagecraft and theatre experience
- Extra performance opportunities
- Increased confidence



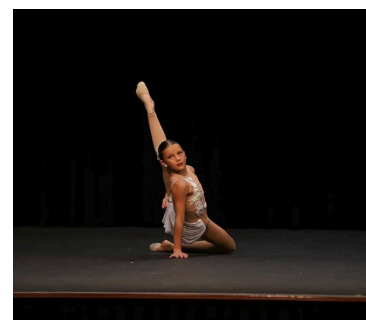
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## Solos

We offer students who wish to extend themselves even further the opportunity to participate as a soloist. Our soloist program requires students to participate in a weekly private lesson where they will work on choreography, cleaning their solos and preparing to get on stage. Parents may manage their child's own solo schedule or can opt to be on our soloist administration program, whereby we manage all entries, dates and music uploads for your child's solo competitions. You can read more about our solo program [here](#) in the soloist handbook.

Some requirements to be a soloist include:

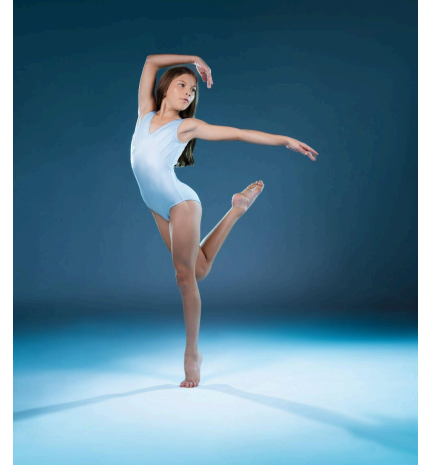
- Must be an RAD Ballet and COMDANCE Tap exam students
- Must be a member of the Attitude Dance Academy Performance Team
- Must participate in all prerequisite classes as outlined for each age group





# Attitude Classical Academy

Attitude Dance Academy is proud to offer an elite classical ballet program designed to inspire, challenge, and support the next generation of dancers. Attitude Classical Academy (ACA) was designed for dancers who wish to take their classical training to the next level with semi part-time training. Our mission is to cultivate a deep passion for classical ballet and a commitment to excellence, through holistic and professional training in a safe, nurturing environment.



At ACA, we believe in developing technically proficient, artistically expressive, and musically refined dancers. Our curriculum is carefully designed to compliment home studio training, while accelerating progress toward personal dance goals, competitions, auditions, and professional pathways. For more information please [click here](#) to access the full ACA handbook.

## ACA Requirements:

- Must be an RAD Ballet Exam student
- Must have completed at least 12 months of Classical training
- Must be 8 years and older

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## Enrolment & Class Changes

To enrol, simply fill our online enrolment form which can be found [here](#). Students are automatically re-enrolled each term unless we receive a cancellation notice. To add or change classes, written notice (email/text) is required. Fees can not be adjusted mid-term. Should you wish to change any classes between terms, please ensure you give us notice.

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## Our Teaching Team

Our teachers are carefully selected for their qualifications, experience, passion, and commitment to providing safe, high-quality training. All Teachers hold current blue cards, first aid certification, and follow studio standards and policies.

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## Contacting Teachers

To protect teacher planning time and ensure consistent communication, all contact must go through the **Director** or **administration**.

Please email: [admin@attitudedanceacademy.com.au](mailto:admin@attitudedanceacademy.com.au)

For direct matters with the Director: [jordon@attitudedanceacademy.com.au](mailto:jordon@attitudedanceacademy.com.au)

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## Absences, Illness & Injuries

Please notify the studio for ALL absences:

[admin@attitudedanceacademy.com.au](mailto:admin@attitudedanceacademy.com.au)

If a student attends while unwell or injured, please advise us of their limitations and any professional recommendations. Consistent attendance is important for progress, exams, and performances. We encourage all students to attend classes and watch when injured or unwell when possible and appropriate. If a student has fevers or vomiting we ask that they are kept home.

If a student is absent without notice, we will contact parents using the details on file.

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## Late Pickups & Early Departures

If you'll be late or your child needs to leave early, email

[admin@attitudedanceacademy.com.au](mailto:admin@attitudedanceacademy.com.au). Students **cannot** leave early without prior notice.

This is to ensure the safety of all students.

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## Fees & Payment

Fees are billed per term and invoices are emailed before the term begins. Payments are made via bank transfer using your invoice number. We understand that upfront payment is not for everyone and we offer payment plans via Ezi-Debit. Ezi-Debit payment plans are available upon request and can be customised to your personal wants and needs. Payments can be scheduled at your requested frequency and dates which suit you.

All fee-related questions should be emailed to [admin@attitudedanceacademy.com.au](mailto:admin@attitudedanceacademy.com.au).

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## Fee Structure & Policy

<b>Petite: Petite Ballet/Jazz /Acro Lv 1/ Tap/Drama/RAD Primary (prep-7 years)</b>	<b>Price (GST incl.)</b>	<b>5% Discount</b>
Package 1: Up to 1.5hrs/week/term	\$350	
Package 2: Up to 3hrs/week/term	\$500	
Package 3: Unlimited	\$555	

<b>Junior-Seniors: RAD Grade 1 and above</b> Package 1: Up to 3.5hrs/week/term Package 2: Up to 5.5hrs/week/term Package 3: Up to 7.5hrs/week/term Package 4: Up to 8.5hrs/week/term Package 5: Unlimited/week/term RAD Advanced Classes (Inter Found - ADV 2) Fee* *applicable on top of packages if doing RAD Adv F-1 Exam	<b>Price (GST incl.)</b> \$535.00 \$685.00 \$845.00 \$980.00 \$1,150.00 \$75.00	<b>5% Discount</b>
<b>Non-Package: All ages</b> 30 min class: 1 lesson/week/term 45 min class: 1 lesson/week/term 60 min class: 1 lesson/week/term Over 60 min class: 1 lesson/week/term	\$175.00 \$190.00 \$220.00 \$240.00	
<b>Performance Team</b> Junior Performance Team Fee (6s-10s) Performance Team Fee (12s-16s)	\$175.00 \$220.00	
<b>Private Lessons</b> 30 minutes 45 minutes 1 hour	\$45.00 \$67.50 \$90.00	

- All fees are charged on a term-basis regardless of the number of weeks in the term. Dance terms will be the same as the state school terms, except term 1 starting a week later and term 4 ending a week early.
- If your classes fall on a Public Holiday you will be invited to attend makeup classes on another day
- All Students Incur a \$50 annual admin fee + \$10 annual insurance fee if attending Acro class. The admin fee per dancer must be paid at the commencement of each year to cover administration, insurance and music licensing costs. Any student who signs up for class during the year will also incur this full fee regardless of which term they join.
- Private lesson rates are charged the same regardless of which teacher you have. Private lesson fees can be seen above and will be charged within your regular term invoice for 2026.
- Once a student is enrolled we require two weeks notice of cancellation before the start of term. All fees are charged per term. **No refunds will be given for missed classes, cancellation of enrollment, injury, travel or illness once the term has commenced.**
- Makeup lessons or credits will not be offered for any missed lessons in the term for any reasons including injury, travel or illness.
- Late fee (\$25) will apply if no payment is received by the end of week 1, unless payment plan is arranged. Please contact us ([admin@attitudedanceacademy.com.au](mailto:admin@attitudedanceacademy.com.au)) if you would like to be on the payment plan (via EziDebit, fees and charges apply).
- Please note all fees must be paid in full before any tangible items such as costumes etc. can be handed out.

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## Uniform Requirements

Please refer to the [Uniform Policy](#) for specific attire for each class. Students must be appropriately groomed for their classes, this includes the following.

- Hair neatly pulled back into a bun
- Attitude uniform (dependent on what style you are taking)
- All required dance shoes must be worn for each style
- Tights must be worn for ballet class

Teachers may ask dancers to fix hair or change if inappropriate. It is unsafe for dancers to be training without the appropriate uniform, shoes and hair. Please also remember to label all belongings; lost property is stored in the foyer area and is cleared out for donation at the end of each term.

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## Annual Concert

Our end-of-year concert is a cherished highlight for both our students and their families! While participation is not mandatory, we truly value this opportunity to come together as a studio and celebrate the hard work and progress we've made throughout the year. Please be aware that costs will include concert fees, costumes, tights, shoes, hair accessories, and tickets. A costume deposit and consent form will be collected at the end of Term 2. The concert fee and costume deposits will be reflected in your Term 3 invoice, with any remaining costume fees charged in Term 4. We look forward to an inspiring and memorable event!

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## Complaints Reporting Policy

We are dedicated and committed to always continue to improve and become the best community we can be. We strive to provide the best possible experience to all of our students and their families and ensure they receive a high quality dance education in the best possible environment. Should you ever have any concerns you wish to voice, we ask that you please do so. If you do not feel comfortable reaching out via email, you can fill out [this form](#) anonymously, which gets checked on a weekly basis. We do our best to take on this feedback and apply any amendments to our procedure when necessary.

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## Student Code of Conduct

- Demonstrate respect for teachers, parents, staff and other students at all times.
- Arrive at least five minutes prior to your scheduled class. Latecomers may be refused entry, due to the risk of injury.



- Present to class in a tidy and well-groomed manner with hair tied back neatly off the face. Ballet buns are required for all ballet classes.
- Dance uniforms and dance shoes must be worn for classes, where specified. School uniform is not appropriate dance attire and therefore not permitted. Teachers may refuse entry to dancers not groomed appropriately.
- Bring a clearly named bottle of water to every class.
- Attend class regularly unless ill or injured, or in the event of a family emergency.
- Honour prior commitments made to the studio by attending classes, rehearsals and performances above other social events.
- Serve as a role model to younger dancers at all times, including appropriate language and behaviour.
- Mobile phones should be switched off or on silent mode and are not to be used during class.
- Put rubbish in the bins provided and clean up after yourself.
- Show respect and care for studio equipment and facilities.
- Ask for help if you need it – we are here for you.

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## Students Rights & Responsibilities

RULE	STUDENT RIGHTS	STUDENT RESPONSIBILITIES
<b>TREATMENT</b>	<ul style="list-style-type: none"> <li>• to be treated with courtesy and respect.</li> <li>• to be free from violence, intimidation, bullying and harassment from other members of the studio community.</li> <li>• to have legitimate problems listened to and acted upon justly.</li> </ul>	<ul style="list-style-type: none"> <li>• to treat others with courtesy and respect</li> <li>• to take care of themselves and others</li> <li>• to refrain from using violence of any sort. (e.g. physical, verbal, psychological)</li> <li>• to refrain from bullying, intimidating or harassing others.</li> </ul>
<b>SAFETY</b>	<ul style="list-style-type: none"> <li>• to be provided with facilities and equipment that are safe and free from hazard.</li> <li>• to have access to safety equipment</li> </ul>	<ul style="list-style-type: none"> <li>• to listen to safety directions and follow them implicitly and immediately.</li> <li>• to always wear uniform including shoes and stockings.</li> <li>• to move around the studio sensibly, quietly and in an orderly manner.</li> </ul>
<b>LEARNING</b>	<ul style="list-style-type: none"> <li>• to be provided with a variety of learning experiences and opportunities.</li> <li>• to learn with minimal disruption in an environment conducive to learning.</li> <li>• to have the opportunity to have a turn</li> <li>• to be offered necessary assistance with learning.</li> <li>• to learn at an appropriate level which meets needs.</li> </ul>	<ul style="list-style-type: none"> <li>• to participate in learning activities and experiences.</li> <li>• to have a turn and give others a turn.</li> <li>• to refrain from being disruptive.</li> <li>• to listen attentively.</li> <li>• to assist in creating an environment conducive to learning.</li> <li>• to make a genuine effort to learn.</li> </ul>

<b>COMMUNICATION</b>	<ul style="list-style-type: none"> <li>• to be listened to.</li> <li>• to have a turn to speak.</li> <li>• to be spoken to respectfully.</li> </ul>	<ul style="list-style-type: none"> <li>• to listen to others</li> <li>• to refrain from interrupting while others are speaking.</li> <li>• to follow standard studio communication procedures.</li> </ul>
<b>PROPERTY</b>	<ul style="list-style-type: none"> <li>• to work, learn in a clean and tidy environment.</li> </ul>	<ul style="list-style-type: none"> <li>• to take care of our own and others' property and equipment.</li> <li>• to assist in maintaining a clean and tidy working, learning environment</li> <li>• to refrain from bringing inappropriate / undesirable property or equipment to studio</li> <li>• to report possession of this type of property or equipment.</li> </ul>

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## Social Media Policy

It is expected that all members of the studio community should behave in such a manner that the studio community is not adversely impacted upon, or the reputation of the studio is not negatively affected or brought into disrepute.

Attitude Dance Academy expects those who are part of the studio community, when using social media, to show courtesy and respect to others. It should not be used to abuse others, expose them to offensive or inappropriate content or to denigrate or show disrespect for the studio or members of its community.

The purpose of this policy is to set standards of behaviour for the use of Social Media that are consistent with the broader values and expectations of Attitude Dance Academy community. It is about creating an atmosphere of trust and individual accountability.

When using social media, members of our community are expected that they:

- Demonstrate appropriate personal and professional boundaries and behaviours. We discourage parents / students and teachers from becoming 'friends' or 'followers' on social media, unless there is an existing relationship.
- Demonstrate good digital citizenship.
- Ensure their online behaviour reflects the same standards of honesty, respect, and consideration that a person uses when communicating face-to-face.
- Respect the rights, privacy and confidentiality of others.
- Ensure all content published is accurate and not misleading.
- Consider whether how and what you post reflects on your professional or personal character, and the welfare of others.
- Think before they post.
- Not post or respond to material that is offensive, obscene, defamatory, threatening, harassing, bullying, discriminatory, hateful, threatening, violent, racist, sexist, pornographic, infringes copyright or is otherwise unlawful or might cause damage to the Studios reputation or bring it into disrepute.

- Do not post photos or videos taken from performances or rehearsals online unless direct permission was given by the studio director.
- Do not post photographs/ videos that feature Attitude Dance Academy dancers other than themselves (or their own children) online without the proven consent of their parent/guardian.
- Do not communicate through social media about all matters pertaining directly to the studio such as fees, scheduling, placements or performance opportunities. We encourage everyone to communicate directly with the studio through email or phone call. Families found to be engaging in 'hidden' or 'private' groups formed for the specific purpose of discussing studio matters will be encouraged to join our closed Facebook group for public discussion and warned against discussing Studio matters in their private online groups.
- Any breach of this policy will be considered by the director Jordon Steketee as serious and will be dealt with on a case by case basis.

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## Child Protection and Safety Policy

This document remains the property of Attitude Dance Academy. Uncontrolled when printed.

### Application

All children working with or engaged by Attitude Dance Academy have a right to feel and be safe, respected, valued, and protected from harm. Children should be made aware of and feel confident in their rights and responsibilities.

Attitude Dance Academy is strongly committed to the safety and well-being of all children that interact with our company as employees, audience members, education program participants, or otherwise by creating and maintaining a child-safe environment. The welfare of children entrusted under our care is our first priority and we have zero tolerance for child abuse.

Attitude Dance Academy will take all necessary steps to prevent and protect children from abuse and neglect, including:

- Physical abuse: purposefully injuring or threatening to injure a child;
- Emotional abuse: an attack on a child's self-esteem, e.g., through bullying, threatening, ridiculing, intimidating, or isolating the child;
- Sexual abuse: any sexual act or sexual threat imposed upon a child; and/or
- Neglect: harming a child by failing to provide basic physical or emotional necessities.

Everyone working at Attitude Dance Academy is responsible for the care and protection of children, for preventing situations that may lead to child abuse, and reporting information about child abuse.

### Definitions

- **Child:** A person below the age of 18 years unless otherwise stated under the law applicable to the child.
- **Child protection:** Any responsibility, measure, or activity undertaken to safeguard children from harm.
- **Child Protection Officer:** The Director or their delegate.

**Policy Summary** The purpose of this policy is to:

1. Ensure an organisational culture of child safety that promotes and protects the interests and safety of all children.
2. Prevent child abuse within Attitude Dance Academy.
3. Ensure that all parties are aware of their responsibilities for identifying possible occasions for child abuse and for establishing controls and procedures for preventing such abuse and/or detecting such abuse when it occurs.
4. Provide guidance to employees on the action that should be taken where they suspect any abuse within or outside of Attitude Dance Academy and provide a clear statement to employees forbidding any such abuse.
5. Provide assurance that all cases of suspected abuse will be reported and fully investigated.

Attitude Dance Academy acknowledges that dance is a unique art form and commits to ensuring that any physical contact is at all times appropriate.

Attitude Dance Academy has zero tolerance for child abuse.

**Child Abuse** Child abuse means all forms of physical abuse, emotional ill-treatment, sexual abuse/assault and exploitation, neglect or negligent treatment, commercial (e.g., for financial gain), or other exploitation of a child, and includes any actions that result in actual or potential harm to a child.

**Dancers** include employees, students, and volunteers who dance for Attitude Dance Academy, including children and young people.

**Employee** refers to all full-time, part-time, and casual staff, board members, volunteers, contractors, sub-contractors, students, and interns.

**Reasonable Grounds for Belief** A belief based on reasonable grounds that child abuse has occurred when all known considerations or facts relevant to the formation of a belief are considered and these are objectively assessed.

**Your Obligations** Attitude Dance Academy is committed to promoting and protecting the best interests of all children involved in its programs. Guidelines for the application of your child protection obligations to the specific instance of teaching dance are provided within Attitude Dance Academy's Student Handbook.

All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, family or social background, have equal rights to protection from abuse.

Attitude Dance Academy has zero tolerance for child abuse. Everyone working at Attitude Dance Academy is responsible for the care and protection of the children within our care and for reporting information about suspected child abuse.

Child protection is a shared responsibility between Attitude Dance Academy; all employees, workers, contractors, associates, volunteers, and members of the Attitude Dance Academy community.

Attitude Dance Academy will consider the opinions of children and use their opinions to develop child protection policies.

Attitude Dance Academy supports and respects all children, staff, and volunteers. Attitude Dance Academy is committed to the cultural safety of Aboriginal and Torres Strait Islander children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children living with a disability.

If any person believes a child is in immediate risk of abuse, telephone 000.

**Procedures & Responsibilities** The Director of Attitude Dance Academy has ultimate responsibility for the detection and prevention of child abuse and is responsible for ensuring that appropriate and effective internal control systems are in place. The Director is also responsible for ensuring that appropriate policies and procedures and a Child Protection and Safety Policy are in place.

The Child Protection Officer of Attitude Dance Academy is responsible for:

- Dealing with and investigating reports of child abuse;
- Ensuring that all staff, contractors, and volunteers are aware of relevant laws, company policies, and procedures.
- Ensuring that all adults within the Attitude Dance Academy community are aware of their obligation to report suspected sexual abuse of a child in accordance with these policies and procedures;
- Ensuring that all employees are aware of their obligation to observe the Safety components of the Academy (particularly as it relates to child safety); and
- Providing support for staff, contractors, and volunteers in undertaking their child protection responsibilities.

All Directors and Employees must ensure that they:

- Promote child safety at all times;
- Assess the risk of child abuse within their area of control and eradicate or minimise any risk to the extent possible;
- Educate employees about the prevention and detection of child abuse; and
- Facilitate the reporting of any inappropriate behaviour or suspected abusive activities.

All employees should be familiar with the types of abuse that might occur within their area of responsibility and be alert for any indications of such conduct.

All employees share the responsibility for the prevention and detection of child abuse and must:

- Familiarise themselves with the relevant laws and Attitude Dance Academy's policy and procedures in relation to child safety, and comply with all requirements;
- Report any reasonable belief that a child's safety is at risk to the relevant authorities (such as the police and/or the state-based child protection service) and fulfill their obligations as mandatory reporters (or where a child is in immediate risk of abuse, telephone 000);
- Report any suspicion that a child's safety may be at risk to the Child Protection Officer (or, if the Child Protection Officer is involved in the suspicion, to a responsible person in the company);



- Avoid one-to-one situations with a child, or if there is no other option, immediately notify the Child Protection Officer of the details of the situation so it can be recorded; and
- Provide an environment that is supportive of all children's emotional and physical safety.

**Employment of New Personnel** Attitude Dance Academy undertakes a comprehensive recruitment and screening process for all workers and volunteers that aims to:

- Promote and protect the safety of all children under the care of the company;
- Identify the safest and most suitable people who share Attitude Dance Academy's values and commitment to protect children; and
- Prevent a person from working at Attitude Dance Academy if they pose a risk to children.

Attitude Dance Academy requires all employees/volunteers to pass the company's recruitment and screening processes prior to commencing their engagement with Attitude Dance Academy.

Attitude Dance Academy will undertake thorough reference checks as per the approved internal procedure and ensure that all employees hold a valid Blue card.

Attitude Dance Academy will ensure supervisors, teachers, and chaperones recruited are suitably experienced and qualified to care for the safety and well-being of children in accordance with their age and needs.

Once engaged, employees/volunteers must review and acknowledge their understanding of this Policy on an annual basis.

**Supporting Children's Participation and Satisfaction** Attitude Dance Academy supports, enables, and promotes the active participation of children by:

- Encouraging expression of and respecting the views of children and parents (including carers or legal guardians);
- Encouraging and empowering children and parents to raise any concerns or complaints;
- Listening to and acting upon any concerns raised by children and parents, carers, or legal guardians;
- Seeking the input of children when making decisions about matters that concern them;
- Ensuring children understand their rights and the appropriate behavior expected of both adults and children;
- Teaching children what they can do and who they can turn to if they feel unsafe;
- Ensuring employees dealing with children are skillful in facilitating their participation; and
- Valuing diversity and not tolerating any discriminatory practices.

Attitude Dance Academy aims to create an environment where children gain satisfaction from their interaction with our company as employees, participants in a class/program/workshop, or other activity by:

- Supporting children to feel respected and in control of their behaviour/work;
- Ensuring children enjoy the overall experience of being engaged with a production or other organisational activity;
- Encouraging children to assist each other in fulfilling their employment obligations and developing a positive sense of pride in their work (e.g., discussing character development and stagecraft in groups and leading warmup activities);
- Offering opportunities for children to derive personal satisfaction and a sense of achievement throughout their experience and the relationships they make; and
- Encouraging children to develop self-discipline in balancing their commitment to their performance, their education, and their social and family activities.

**Valuing Diversity** Attitude Dance Academy values diversity and we do not tolerate any discriminatory practices. To achieve this, we:

- Promote the cultural safety, participation, and empowerment of Aboriginal and Torres Strait Islander children and their families;
- Promote the cultural safety, participation, and empowerment of children from culturally and/or linguistically diverse backgrounds and their families;
- Ensure that children with a disability are safe and can participate equally; and
- Encourage participation and cultural diversity in our workforce and programs.

**Risk Management** We recognise the importance of a risk management approach to minimising the potential for child abuse or harm to occur and use this as a primary method to reduce risk and protect children in our care.

In addition to general occupational health and safety risks, we proactively manage the risk of abuse to our children.

**Reporting Complaints or Concerns** Attitude Dance Academy takes all allegations of child abuse seriously and has practices in place to ensure all allegations are addressed fairly, appropriately, and in a timely manner. Reporting procedures include:

- Working with children and young people to identify the appropriate mechanisms for them to raise concerns;
- Ensuring that all concerns are recorded and responded to appropriately;
- Providing opportunities for children and young people to provide feedback on their experiences with our company; and
- Implementing a Child Protection and Safety Policy that is adhered to by all employees, volunteers, and contractors.

**Breach of Policy** If a breach of this policy occurs, it is grounds for disciplinary action, which may include termination of employment.

**Review of this Policy** Attitude Dance Academy is committed to continuous improvement and will review this Policy every two years to ensure it remains effective and up-to-date with current legislation and best practices.

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# Dance with Attitude

Thank you for taking the time to read through our dance studio handbook! We hope this guide provides you with valuable insights into our policies, programs, and the vibrant community we've built together. Your commitment to dance and our studio is what makes our environment so special, and we are excited to support you on your journey. If you have any questions or need further assistance, please don't hesitate to reach out.

Thanks,

Jordon and The ADA Team.