

Training and Education Policy for Rockit Performing Arts

Rockit Performing Arts (RPA) is committed to fostering an inclusive, respectful, and culturally competent environment through ongoing education and training. This policy aligns with the South Australian Equal Opportunity Act 1984 and the Disability Inclusion Act 2018, reflecting our dedication to promoting diversity and inclusion in all aspects of our operations.

Purpose

The purpose of this policy is to establish clear guidelines for diversity and inclusion training, as well as to encourage ongoing education and awareness programs that promote inclusivity and cultural competency among all staff members.

Scope

This policy applies to all employees of Rockit Performing Arts, including full-time, part-time, and casual staff, as well as volunteers and contractors.

Mandatory Training Requirements

1. Induction Training:
 - All new staff members must complete a comprehensive induction program that includes modules on diversity, inclusion, and cultural awareness.
2. Annual Refresher Training:
 - All staff members participate in annual refresher training on diversity and inclusion topics.
3. Specialised Training:
 - Instructors and staff working directly with students must complete additional training on inclusive teaching practices and accommodating diverse learning needs.

Training Content

Mandatory training programs will cover, but are not limited to, the following topics:

1. Understanding diversity and inclusion
2. Unconscious bias awareness and mitigation
3. Cultural competency and sensitivity
4. Disability awareness and inclusive practices
5. LGBTQIA+ inclusivity
6. Aboriginal and Torres Strait Islander cultural awareness
7. Age-inclusive practices
8. Mental health awareness and support

Implementation and Accountability

1. Training Coordinator:
 - The Studio Director, Noni Vassos, will be responsible for overseeing the implementation of this policy and ensuring compliance with training requirements.
2. Record Keeping:
 - Detailed records of all training completed by staff members will be maintained and regularly audited.
3. Performance Reviews:
 - Participation in diversity and inclusion training and demonstrated commitment to inclusive practices will be incorporated into staff performance reviews.

4. Feedback and Continuous Improvement:

- RPA will regularly seek feedback from staff and students on the effectiveness of training programs and use this information to continually improve our educational offerings.

Compliance with South Australian Legislation

This policy adheres to the principles outlined in:

- Equal Opportunity Act 1984 (SA)
- Disability Inclusion Act 2018 (SA)
- Work Health and Safety Act 2012 (SA)
- South Australian Public Sector Diversity and Inclusion Strategy 2019-2021

By implementing this Training and Education Policy, Rockit Performing Arts demonstrates its commitment to creating an inclusive environment that celebrates diversity and promotes cultural competency. This policy aligns with our core values and supports our mission to use performing arts as a tool for improving the health and wellbeing of our local community while creating social impact.

Created by: Noni Vassos, Director / Founder, Rockit Performing Arts

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