

NATD

National Association of Teachers of Dancing

Gender Policy

Purpose of the policy

The purpose of the policy is to set out the NATD position regarding gender

Management supports the policy. All members, employees and examination candidates have the right to be treated with consideration, dignity and respect.

The policy also applies to staff working at Head Office, from home or in examination sessions,

Definition

No employee role or examination syllabus should involve gender specific criteria.

Syllabi

As far as is reasonable and without undermining the integrity of any technical requirements. NATD will aim to ensure that no syllabus is gender specific.

The areas where this requires common sense interpretation are the Ballet and Ballroom Branches which historically have traditional male and female roles in the defined technique. The responsibility for the integrity of a candidate's choice of options is with the entering teacher.

Examination Entries

Should a candidate wish to change their name/gender from that of a previous entry, a Reasonable Adjustment form should be completed and signed by the candidate if 16 years and over.

Should the request come from a candidate aged under 16 years the Reasonable Adjustment application should be signed by either a parent, a guardian or the dance teacher.

The candidate PIN number will remain the same as it refers to that candidate throughout their association with NATD.

Attire for an examination should be in accord with the stated gender guidelines (if any) in the syllabus

Responsibilities of managers

The Administration Manager and Quality Assurance Manager have a responsibility to ensure staff, teachers and examiners are aware of the policy. This policy is public facing on the website.

If an incident occurs this should be reported to the appropriate manager who must:

- Treat the report seriously and respond promptly.
- Record details of the incident and support the staff/members/candidates involved.
- Listen to any suggestions to improve management of gender issues.
- Respond to and if possible resolve incidents before escalation where possible.

Actions following an incident

Any reportable incidents or concerns must be notified to the Quality Assurance/Administration Manager. Any action will be discussed between the CEO, Quality Assurance Manager and Administration Manager. If suspension/termination of membership is appropriate, this must be ratified by the Council of Management.

Reporting and recording of incidents

Once an incident has been reported to the manager, this must be recorded. Details should note date, venue, individuals concerned and any relevant circumstances. The QA manager should enter these on a "Gender Abuse Log"