

## Special Educational Needs and Disabilities (SEND) Policy

West London School of Dance & Du Boisson Dance Foundation Production Company

### **1. Policy Statement**

West London School of Dance is committed to fostering an inclusive, respectful and supportive environment in which all dancers are valued and given meaningful opportunities to develop artistically, technically and personally.

We recognise our responsibilities under the Equality Act 2010, the Children and Families Act 2014, and the SEND Code of Practice (0-25 years). We aim to make reasonable adjustments where appropriate to enable dancers with Special Educational Needs and/or Disabilities (SEND) to access training, learning and participation within our programmes.

However, West London School of Dance (and Du Boisson Dance Foundation) also operates as a professional training institution and production company. In this capacity, we have a duty of care to all participants and audiences, and a responsibility to maintain the safety, quality, integrity and professional standards of our training, rehearsals and productions.

Accordingly, while inclusion is a core value, casting, promotion and performance decisions must ultimately be based on suitability for the role, production requirements, and the safety and cohesion of the company.

### **2. Definition of SEND**

A dancer is considered to have Special Educational Needs and/or Disabilities if they have a learning difficulty or disability that requires special educational provision to be made for them, as defined by the Children and Families Act 2014.

SEND may include, but is not limited to:

- Learning difficulties
- Physical disabilities
- Sensory impairments
- Neurodivergence
- Social, emotional or mental health needs

### **3. Inclusion and Reasonable Adjustments**

West London School of Dance will:

- Treat all dancers with dignity and respect
- Encourage open communication with parents/carers and dancers regarding individual needs
- Consider reasonable adjustments to teaching methods, communication styles, rehearsal structures, or learning environments where practicable

- Provide support that enables dancers to engage meaningfully in training and non-casting-based activities
- Ensure staff are aware of individual needs where relevant to welfare and safeguarding

Reasonable adjustments will be considered on a case-by-case basis, taking into account:

- The nature of the dancer's needs
- The effectiveness of the adjustment
- The impact on health and safety
- The impact on other dancers and staff
- The resources and practical constraints of the organisation

#### ***4. Casting, Performance and Production Decisions***

As a production company, West London School of Dance and Du Boisson Dance Foundation must ensure that all performances meet professional standards of:

- Technical competence
- Artistic quality
- Physical and emotional safety
- Ensemble balance and cohesion
- Audience and participant safeguarding

Casting decisions are not an entitlement and are not guaranteed for any dancer.

All casting, role allocation, and promotion decisions are made using objective criteria related to:

- Technical ability
- Physical readiness
- Artistic suitability
- Stamina and consistency
- Rehearsal demands
- Safety considerations
- Production-specific requirements

In line with the Equality Act 2010, differences in treatment are lawful where they constitute a proportionate means of achieving a legitimate aim, such as:

- Preventing risk of injury
- Ensuring the safety of all participants
- Maintaining professional production standards

Therefore, SEND status alone does not guarantee inclusion in a specific role or production, nor does it override the requirement for a dancer to meet the essential demands of a role.

## **5. Safety and Duty of Care**

The safety and well-being of all dancers, staff and audiences is paramount.

West London School of Dance reserves the right to:

- Limit or modify participation where a role or activity presents an unacceptable risk
- Withdraw a dancer from a production if safety, welfare or company standards cannot be maintained despite reasonable adjustments
- Make decisions in the best interests of the dancer and the wider company

These decisions will be made with sensitivity, transparency and professionalism.

## **6. Communication and Review**

We are committed to open and respectful communication with dancers and families. Where casting or participation decisions are affected by individual needs, these will be explained clearly and sensitively.

This policy will be:

- Reviewed annually
- Updated in line with changes to legislation and best practice
- Applied consistently and fairly

## **7. Policy Scope**

This policy applies to:

- All dancers enrolled at West London School of Dance
- All training, rehearsals, auditions and performances
- All staff, teachers, choreographers and production personnel

## **Final Note**

West London School of Dance believes that inclusion and excellence are not mutually exclusive. We strive to support every dancer's journey while upholding the professional, safe and high-quality standards required of a leading training institution and production company.

Reviewed 01/2026