



WE ARE PEOPLE PLAN

At CentreStage Pty Ltd, we live and breathe our values every day. This document outlines the expected behaviours and social normals that the individuals at CentreStage will embrace to become a better, more inclusive organisation. This document has been verified by third parties that represent key industries without our macro environment.

About Us

CentreStage Pty Ltd

Company Overview

CentreStage is proudly Geelong! That's our secret to creating consistently strong theatre. As part of the Victorian arts community, our aim is to create inspiring projects that foster new talent and develop existing skills within our teams. As Australia's Largest Amateur Musical Theatre Company, we meet the needs of Geelong performers and listen to what our audiences are excited by.

CentreStage is driven by a desire to provide access to the Arts, through musical theatre and education to as many people in our community as possible. As an organisation, we support the inclusion of all people and offer opportunities to various community groups to access the arts and attend our productions through support of charitable organisations.

At CentreStage, we are proud members of:



This document has been created in collaboration with Katie Long, Marnie Parkinson, Michele Marcu and David Greenwood.





“Small opportunities are often the beginning of great enterprises. At CentreStage we value new ideas, innovative team members and outcomes that will drive our team to become a truly iconic organisation that benefits the entire Geelong community”.

David Greenwood - Managing Director

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Acknowledgement of Country

We Respectfully Acknowledge Our First Nations People

WE RESPECT, ACKNOWLEDGE OUR FIRST NATION'S PEOPLE

We respectfully acknowledge the past and present traditional owners of the land of the Indigenous people, the traditional custodians of this land, and respect their culture and identity which has been bound up with the land and sea for generations

As part of our collective CentreStage team, we would like to acknowledge that the land we meet on is the traditional lands for the Wadawurrung people, and that we respect their spiritual relationship with their country

We would like to acknowledge the Wadawurrung people as the custodians of the Greater Geelong region and recognise that their culture and heritage is still important to the Wadawurrung people today

We wish to pay respect to their Elders, both past and present, and further acknowledge the important role that Indigenous people continue to play within our communities

We acknowledge the contributions of Indigenous people and non-Indigenous people in educating all people in this country, which we all share and live in together



A Message from CentreStage

At CentreStage we pledge to continue to celebrate the stories that educate, entertain and inspire us; just as the Wadawurrung people have done for 1000's of years. As we continue to expand we update our policies to reflect this important history including the acknowledgment of country, diverse casting, proactive engagement with our community and including the traditional land owners on all outgoing mail. This is our pledge to the first nations people of Wadawurrung and geographically beyond. CentreStage is committed to contributing to Australia's reconciliation journey.

We recognise and value the special place that Aboriginal and Torres Strait Islander people have in the history told through song and dance. We know that, through our standing in the Geelong community through the arts, we have a strong voice to lead, continue to educate and raise awareness and inform our staff, actors, core stakeholders and the wider community about reconciliation and what it means for each of us. We commit to showing strong community leadership.

Our vision is to ensure our company reflects a culture that is shared and proudly embraced by all people, including Aboriginal and Torres Strait Islander people and non- Aboriginal and Torres Strait Islander people. CentreStage will create opportunities, and ensure that our intentions translate into meaningful action and positive outcomes.

The subsequent framework draws on the values and introduces cultural characteristics and indicators that anchor our people's every-day experience and interactions. Our culture must shift to match the desired behaviours of a high- performing workforce that is supported to deliver a successful world leading culture. This will require strategies that build trust, transparency and accountability in all areas of our relationships. As custodians of the ecosystem, the Board must also bring its Partners on this journey.

The framework will lay the foundations to realise the culture that we aspire to achieve. The cultural landscape shift will be gradual, but necessary to work toward building a high-performing culture with support for employee wellbeing at its heart.

I welcome you to the CentreStage family and hope you enjoy your time with us. May you build friendships and memories that last a life time.



David Greenwood
Managing Director



We're More Than Words But... It's a Good Place to Start

Our Vision

Small opportunities are often the beginning of great enterprises. At CentreStage we value new ideas, innovative team members and outcomes that will drive our team to become a truly iconic organisation that benefits the entire Geelong community.

Our Mission

CentreStage is driven by a desire to provide access to the Arts, through musical theatre, to as many people in our community as possible. As an organisation, we support the inclusion of all people and offer opportunities to various community groups to access the arts and attend our productions through support of charitable organisations.

This includes local community services providers, such as Gen U, supporting people with disabilities and people in aged care facilities to attend productions, along with local schools, clubs and community partners.

Strategic Alignment

In 2021, the team at CentreStage revised the cultural framework policy to redefine what being part our culture looks like. It outlines the desired behaviours required to create a high-performing workforce that delivers a successful world leading theatre company. This includes strategies that build trust, transparency and accountability in all our relationships.

The Cultural Framework has entered an early review and expanded to be known as the "We Are People Plan". It has been designed to embed both the cultural and employee engagement priorities outlined in the Corporate Plan and Strategic Direction. This is an ongoing commitment to our people and our Ecosystem.

At CentreStage our culture is intended to support our people and participants to be the best they can, by building the environment that allows this to happen.

The **Corporate Plan** recognises that People and Culture are one of the key strategic enablers to

deliver productions, educational services and arts projects, successfully, through a united and engaged employee network. We build on a strong culture of people working together and value learning, collaboration and professionalism.

The People Strategy has been designed to inform our people and Partners how they will be supported to meet all our objectives as outlined in the Corporate Plan by 2021. The Culture and Engagement element of the strategy incorporates building a positive and inclusive culture that fosters continuous learning and accountability.

Our culture is underpinned by our CentreStage Values.

CentreStage Values



Integrity

We treat every interaction as an opportunity to build trust and earn respect. We are authentic, fair and ethical in everything we do.



Assurance

We are disciplined leaders and experts in our service. We set and share a clear direction and pursue it with focus, energy and drive. We inspire and motivate others to help achieve their goals. We take personal and collective responsibility for achieving outstanding results.



Empowerment

We listen carefully to understand individual needs and expressed aspirations, and we are courageous in our response. We build confidence in others to take action, make decisions and fulfill their potential. We strive for simplicity, see all the possibilities and make things happen.



Responsibility

We connect, collaborate and build long-term partnerships. We mentor, coach, encourage and support each other. We provide straight specific and informed advice and feedback. We are optimistic, active and always true to our purpose.



Learning

We value every voice and encourage a pioneering spirit amongst our team. We live it, learn from our experience and then build a better approach. We are positive, adaptable and persistent in the face of challenges.

At CentreStage, we believe in our community. We value our volunteers, staff, performers and individuals that help shape our future growth



We Are One... But Many!

First Nations Plan

Our Pledge

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Our Commitment

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Our First Nations Vision

Our vision is to ensure our company reflects a culture that is shared and proudly embraced by all people, including Aboriginal and Torres Strait Islander people and non- Aboriginal and Torres Strait Islander people. CentreStage will create opportunities, and ensure that our intentions translate into meaningful action and positive outcomes.

While our team is proud of its past support for Aboriginal and Torres Strait Islander people, we are always looking to build upon this legacy to create new pathways.

Introduction

First Nations engagement with the arts can have powerful impacts on health, wellbeing and the strengthening of communities. At CentreStage, we know that access to the arts helps people connect socially and participate in their community's cultural life. The role of the arts in exploring and communicating social concerns, giving voice to hidden issues and allowing self-expression is also a major contributor to health.

We continue to invest in programs and research that build social connections and celebrate cultural diversity. Over the past 10 years we have also developed effective partnerships with organisations working to enhance the health, emotional and spiritual wellbeing of Aboriginal* Victorians.

CentreStage aims to strengthen the indigenous community and present their arts and culture through the power of performing arts. The arts provide an opportunity to celebrate Aboriginal identity, share stories and highlight race-based discrimination and intercultural relations to a wide audience.

The role of arts in Aboriginal culture and health at CentreStage

Participation in creative activity is integral to Aboriginal culture and heritage. Music, dance, drawing and storytelling are used by Aboriginal people for celebrations and personal expression, to pass on knowledge and to record history. Involvement in the arts can also build and enforce cultural identity, connection to country and community pride. Today, the arts bridges traditional and contemporary forms, including numerous combinations of visual and performing arts; writing; storytelling; music; filmmaking; and digital mediums.

'Aboriginal health' means not just the physical wellbeing of an individual but refers to the social, emotional and cultural wellbeing of the whole community in which each individual is able to achieve their full potential as a human being, thereby bringing about the total wellbeing of their community. It is a whole-of-life view and includes the cyclical concept of life-death-life.

National Health Strategy Working Party 1989, A National Aboriginal Mental Health Strategy, Commonwealth of Australia, Canberra.

We know that being involved in arts activities can improve people's mental and physical health and help build healthier communities. In particular, involvement in the arts has been shown to increase people's:

- self-esteem, pride and cultural identity
- sense of self-determination, control and belonging
- academic outcomes, skill development and employment pathways.

These factors are linked with improvements in both mental and physical health. At the community level, involvement in the arts can:

- increase social cohesion and connections
- build a sense of community pride
- create a vibrant, creative and innovative community
- promote economic development

The arts can develop community connections and positive cultural identity, providing a source of resilience against difficult life circumstances while improving physical and mental wellbeing. The arts have also demonstrated positive impacts on educational and employment outcomes. Involvement in the arts can also facilitate social cohesion. When Aboriginal and non-Aboriginal communities are brought together, it provides opportunities for people to reflect on their individual and shared experiences. This can reduce isolation by helping people make friends and strengthen ties between the Aboriginal community and other cultural and social groups.

* The term 'Aboriginal' is used in this resource to refer to both Aboriginal and Torres Strait Islander peoples.

To better equip the CentreStage team, we have recommended 4 overarching pillars that will align our organisation to become more inclusive and celebrate the traditions of our First Nations People.

Four Key Strategies to make CentreStage more inclusive of First Nations People



Acknowledgement of Place and Commitment

1. Acknowledgement of Country at all public and private ceremonies, events and functions
2. Including Aboriginal location in all outgoing mail.
3. Including Acknowledgement of Country on email footers
4. Incorporating Aboriginal icons into future building works.



Celebrate and Embrace First Nations People

1. Offer an annual Scholarship to a student of First Nations Background for the CentreStage Educational Program
2. Incorporate artwork and commissioned projects from local aboriginal artists within our region
3. Celebrate iconic days and local milestones within our community (i.e. Naidoc Week)

“Find out who you are and be that person. That’s what your soul was put on this Earth to be. Find that truth, live that truth and everything else will come”

Ellen



Shantay... We Stay!

LGBTQIA+ Inclusion Plan

Our Pledge

At CentreStage we pledge to continue to celebrate the stories that educate, entertain and inspire us. The LGBTQIA+ community has driven the arts into innovation and success as a natural 'safe zone'. As we expand our policies to reflect this important history including diverse casting, proactive engagement with our community and expanding resources available for all individuals.

This is our pledge to the LGBTQIA+ people.

Our Commitment

CentreStage is committed to providing the members of our community with access to high-quality theatre experiences and education that is free from discrimination based on gender, sexuality, or intersex status. We are devoted to ensuring the safety and wellbeing of everyone involved with us, and are committed to enabling them to have the freedom to be themselves in a safe and supportive environment.

Our LGBTQIA+ Vision

We work toward creating and maintaining a safe, inclusive, and equitable environment for LGBTQIA+ students, staff, cast, and families. CentreStage aims to sustain visibility and a sense of community throughout our practices. We are committed to building workplace equity, promoting student and staff leadership, and providing high quality, culturally sensitive care to our customers.

We recognise that sexual orientation, gender identity, and gender expression work through and are influenced by race/ethnicity, gender, culture, age, ability status, class, faith, and other social characteristics. We take an intersectional approach to our work and believe that fighting one form of oppression means fighting all forms of oppression. We are committed to promote equality and respect for all people.

Introduction

We recognise that diversity in our community contributes to the joy of being in theatre and benefits everyone in our theatre family. We believe in providing everyone equal opportunities to reach their full potential, regardless of gender, sexuality, or intersex status. Our aim at CentreStage is to ensure that with our policies, procedures, and behaviours, we can promote inclusion and acceptance, and create a space where each individual is valued.

At CentreStage, we endeavor to protect the privacy of our LGBTQIA+ family. According to privacy law, a person's gender, sexuality, or intersex status is private. To ensure the safety and confidentiality of our members, consent must be given by an individual to disclose or share information.

We are a community made of multiple, intersecting identities and histories. Together, we envision a stronger CentreStage community that is inclusive, respectful, and values the diverse perspectives of all groups.

We will:

- Connect, retain, and sustain our students, staff, alumni and greater theatre community
- Reflect the diversity of our community
- Collaborate with LGBTQIA+ ambassadors, and advocate for the needs of the community;
- Promote emotional wellness and a safe, friendly environment for all.
- Accept and understand that individuals may not feel comfortable labeling their pronouns or discuss their sexual orientation, and that we need to create a safe place for those individuals.

The word 'pride' means a feeling of satisfaction from one's achievements or, collectively, the achievements of those with whom one is closely associated, such as our CentreStage community.

The word 'pride' is an integral cultural concept within the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex (LGBTQIA+) community, representing solidarity, collectivity, and identity as well as resistance to discrimination and violence. Its associated symbolism (e.g., rainbow colors) communicates to individuals that LGBTQIA+ members are welcome as valuable members of the community.



As a flagship institution and largest employer in amateur theatre in Australia, we fully acknowledge and appreciate the significance and symbolism of the word pride to the LGBTQIA+ community and their allies around the world.

Building a collaborative culture that is unified in its shared values is important for us today and positions CentreStage Pty Ltd well for the future. As a unifying set of beliefs, values help set expectations, drive decision-making and build a culture that inspires our actions.

As we continue to grow in size and scope, and expand the many efforts and extraordinary projects we do together, it is increasingly critical that all faculty, staff, students and trainees understand and act upon common core values.

Described in more detail, we will adopt PRIDE Values and how they can be enacted through our daily lives are:

P - Professionalism: To be competent, accountable, reliable and responsible, interacting positively and collaboratively with all colleagues, students, patients, visitors and business partners.

R - Respect: To treat all others as you wish to be treated, being courteous and kind, acting with utmost consideration of others.

I - Integrity: To be honest, trustworthy and ethical, always doing the right thing, without compromising the truth, and being fair and sincere.

D - Diversity: To appreciate and celebrate differences in others, creating an environment of equity and inclusion with opportunities for everyone to reach their potential.

E - Excellence: To be dedicated, motivated, innovative and confident, giving your best every day, encouraging and supporting others to excel in everything they do.

*To come out: a term used within the LGBTQIA+ community for when a person chooses to openly declare their gender identity, sexuality, or intersex status.



Four Key Strategies to make CentreStage more inclusive of LGBTQIA+ People



Celebrate Difference

1. We encourage everyone to express and celebrate their individuality, whether or not it conforms to gender stereotypes.
2. Should a person want to and feel safe to, we will value and respect their decision to come out*. On the occasion they wish for this information to be confidential, we will respect their confidentiality.



Everyone is an individual

1. We will respect everyone's personal pronouns in writing and in everyday use.
2. Including statement of PRIDE on website and email footers and celebrate individuality.




No one is left behind or excluded

1. We will use inclusive language, and gender-based segregation will generally be avoided. Any segregation on the basis of gender (e.g. for dance classes) will respect the person's gender identity.
2. Professional development will be provided for staff on topics related to and including LGBTQIA+ equity.



Actions speak louder than words

1. We will act on any identified incidents of discrimination, harassment or bullying, including bullying based on one's gender, sexuality, or intersex status.
2. Review the success and failure of our LGBTQIA+ and adapt where required.
3. Continually seek feedback from industry professionals.
4. Celebrate iconic days and local milestones within our community.



**“If I only could explain
How much I miss
that precious moment
when I was free
from the shackles of
chronic pain.”**

Jenni Johanna Toivenen

To Understand is One Step Closer

Chronic Pain and Mental Health Plan

Our Pledge

At CentreStage we pledge to continue to celebrate the abilities of our community. Whether the individual identifies with chronic pain or poor mental health, we will make them feel included and 'not left behind'. We pledge to refer where possible to professional supports and maintain key alliances with organisations to better support our members and staff.

This is our pledge to the people with chronic illness and poor mental health.

Our Commitment

CentreStage is committed to providing the members of our community with access to high-quality theatre experiences and education that is free from discrimination. We are devoted to ensuring the safety and wellbeing of everyone involved with us, and are committed to enabling them to have the freedom to be themselves in a safe and supportive environment.

Our Mental Health and Chronic Pain Vision

Our aim at CentreStage is to accommodate anyone living with a chronic illness to participate at a level that is both comfortable and achievable for them. Communication is a vital part of working together so we can learn about you and your health and hopefully offer some solutions so you can still participate in all things theatre.

Our vision is to provide culturally competent, holistic, and wellness focused services that promote social-emotional development, prevent development of mental health challenges, and address social-emotional problems that currently exist. We will do this by using evidence-based strategies in our services; by supporting staff training and wellbeing; by implementing effective mental health consultation to children, families, and staff; by facilitating mental health services for parents who need them; and by continuing to strive for excellence in supporting mental health for all CentreStage children, families and staff.

Introduction to Chronic Illness

Chronic illnesses are long lasting, with persistent effects and can impact an individual's quality of life. Chronic illness is not always obvious or evident to others, however the effects are very real and consistent for the person living with the illness. Everyone has the right to privacy and we respect that not everyone will feel comfortable discussing their health issues with us. In the event that you do, we would welcome a discussion to learn more about your condition, learn from you, contribute any knowledge that we may have and explore options that can help meet any needs you have to help you participate in musical theatre. We want you to be part of our world regardless of the challenges you face and be included in the joy that theatre can bring!

- We will not discriminate against anyone with a chronic health condition.
- We will respond to any requests with empathy and good will.
- We will value your unique qualities and skills that you bring to CentreStage.
- We will offer you an appointment with our Registered Nurse to discuss your health condition and develop a care plan (where required) to ensure participation is achievable.
- We will work collaboratively with you to help you participate through strategies that work for everyone.
- We will educate our staff and volunteers where appropriate about chronic health conditions.
- We will respect your privacy and your wishes.
- We will only offer solutions that maintain your safety, the safety of our staff and volunteers and maintain a safe environment.
- With your permission, we will work collaboratively with external health professionals if we require further advice or information.
- We will communicate with parents of CPAA students and provide written care plans for their children (where appropriate), highlighting our pledge to ensure your child is included in a purposeful way.



Introduction to Mental Health

Managing your mental health can be a juggling act. The term “Mental Health” looks at your health across a continuum - ranging from positive mental health to the opposite end which is poor mental health or impairment. Your mental health can move across this continuum at different times and can depend on what is happening in your life. Many people experiencing poor mental health find that social inclusion can improve how they are feeling. For many, CentreStage is an outlet and a place in which they feel safe and supported - especially when they are unwell. CentreStage has had an increased focus on responding to people experiencing poor mental health and on proactive maintenance of good mental health. We feel confident that we provide great supports in both the good times and the bad. That being said, there is always room for improvement and opportunities for us to grow as an organisation.

Our aim at CentreStage is to accommodate anyone living with poor mental health to participate at a level that is both comfortable and achievable for them. Communication is a vital part of working together so we can learn about you and your health and offer some solutions so you can still participate in all things theatre!

Wherever safe for both the individual and our organisation, we want all people experiencing mental health issues to feel that they have a place at CentreStage. Poor mental health can present with challenges for all involved, however increased knowledge, conversations and exposure can help to reduce the stigma surrounding mental health and normalise this area of health. We'd like to be part of that conversation and work towards change.

To improve inclusivity and participation in our organisation:

- We will not discriminate against anyone with a Mental Health diagnosis
- We will continue to educate our staff, students and volunteers on Mental Health, Mental Health First aid and the use of appropriate language
- We will value your unique qualities and skills that you bring to CentreStage
- We will work collaboratively with you to help you participate through strategies that work for everyone
- We will respect your privacy and your wishes



- We will only offer solutions that maintain your safety, the safety of our staff and volunteers and maintain a safe environment
- With your permission, we will work collaboratively with external health professionals if we require further advice or information
- We will maintain a current wellbeing portal on our website with relevant information on mental health, mental health resources and where to seek help
- We will maintain partnerships with Beyond Blue, The Arts Wellbeing Collective, Mental Health First Aid Australia, Park Street Medical Practice and other providers to maintain and provide current, legitimate information and referrals where required



**“There is no greater
disability in society, than
the inability to see a person
as more.”**

Robert M. Hensel



We Celebrate All Abilities

Disability Inclusion Plan

Our Pledge

At CentreStage we pledge to continue to find innovative ways to promote inclusion and ensure access for all people to our programs, events and productions.

We understand that each person is unique and the nature of a individual's abilities may require reasonable adjustments to be made for them to access some of our programs or performances. Our experienced team will discuss options to create a customised plan to support participation and inclusion in our programs, events and productions.

Our Commitment

CentreStage is committed to providing the members of our community with access to high-quality theatre experiences and education that is free from discrimination. We are devoted to ensuring the safety and wellbeing of everyone involved with us, and are committed to enabling them to have the freedom to be themselves in a safe and supportive environment.

Our Disability Inclusion Vision

CentreStage has a strong commitment to enabling all members of our community the opportunity to participate in the arts, as audience, artist, volunteer, student or arts lover. For 10 years, our team has been quietly leading in the area of access and inclusion in the performing arts, working tirelessly to establish a range of services and artistic programs tailored to the specific needs of people with a disability. We are committed to ensuring all people that walk through our doors at CentreStage feel included and connected to the arts through our programs, events and productions.

Our vision is to ensure our company reflects a culture of inclusion and access for all. We believe that the arts should be accessible to all people and our vision is to increase the availability of opportunities for artists with disabilities to develop and present their work.

We aim to provide broader access for people with a disability to attend the events they want to when they want to and to support a broader range of students with diverse learning needs to access our classes and be supported to participate in musical theatre and the arts.

Introduction to Disability Inclusion

The 1992 Commonwealth Disability Discrimination Act (DDA) defined disability as any impairment that is physical, intellectual, psychiatric, sensory, and/or neurological, whether it currently exists, may exist in the future, or is imputed to a person, through accident for instance, and may be long or short term in nature.

This might be translated in common words to define a person with a disability as anyone who cannot complete everyday tasks because their social and physical environment does not account for their impairment.

A disability is different from a functional impairment, such as a broken leg. It can be presented as one or more medical conditions that affect the ability of a person to undertake physical and cognitive activities, or to understand information in the short or long term.

Creating an accessible CentreStage is a priority commitment area in our Strategic Plan. In the plan there are four key categories we continue to address. These include Best Practice, Venue, Communications and People.

Venue

- Allocate priority seats in the foyer including signage
- Lower a section of the bar
- Install both audio and visual emergency warnings/ alarms as required

Communications

- Increase marketing of CentreStage's long-term access measures and general procedures
- Make season brochures and show programs available online in accessible formats (.pdf and Plain Text .doc)
- Continue developing content warning procedures and how they are communicated with audiences, as well as artists and production teams who use the space
- Update a database of interested individuals and organisations to keep informed about upcoming access-specific events.
- Consult on accessible marketing including online and print formats, screen reader friendly marketing including the website and alt text/ image descriptions

People

- Training and consultation for staff and volunteers, including communication access training.
- Recruit staff with disability especially in the capacity of producer/ outreach/ access/

FOH

- Strive to program a minimum of one show per season managed or overseen by an artist with a disability
- Complete and distribute 'How to be an accessibly friendly show' to artists/ run sessions with artists



Four Key Strategies to Make CentreStage More Inclusive of All Abilities People



Celebrate Difference

- Ensure all people are represented in our programs, events and productions
- Acknowledge the contribution and strengths of all people participating in our programs, events and productions at CentreStage
- Raise awareness of the strengths of people with diverse abilities in our local community



Everyone is an individual

- Ensure cast members, students and volunteers are aware of the supports available to them to maintain health and wellbeing
- Provide point of need learning opportunities to all students that access our classes
- Engage in open and transparent conversations about respecting the diverse needs of all people that access our programs, events and productions.



No one is left behind or excluded

- Ensure access to all people that wish to attend our classes, perform or volunteer for our productions or attend our events
- Listen to our people and respond to feedback to ensure all people feel included
- We provide professional learning to our team in the area of inclusion, disability awareness and positive engagement strategies



Actions speak louder than words

- We use inclusive language and positive engagement strategies to support the diverse need of our people
- We act on any identified incidents of discrimination, harassment or bullying based on an individual's disability
- We provide professional learning to our team to eliminate any negative bias or misconceptions that could impact our inclusive culture
- Celebrate iconic days within our community



It's our right to feel safe

Anti-Sexual Violence Plan

Our Pledge

At CentreStage we pledge to continue to find innovative ways to promote inclusion and ensure access for all people to our programs, events and productions.

We understand that each person is unique and may require reasonable adjustments to be made for them to access some of our programs or performances. Our experienced team will refer, record and respond as per industry standards with DET and DHHS.

Our Commitment

We aspire to a world in which individuals are empowered and mobilised to share responsibility in creating communities free from sexualised violence and abuse. We provide a leadership role in raising awareness, supporting those who have experienced sexualised violence at CentreStage, holding sexual perpetrators accountable, and influencing social and systemic change.

Our Vision

Using a feminist lens* to analyze and respond to sexualized violence/abuse and other forms of oppression, we will refer our supporters to a continuum of specialised services, with an emphasis on support, counselling, education, immediate medical care, forensic evaluation, leadership, and advocacy.

*Feminist Lens: Having an understanding of the root causes of sexualized violence—defined as social sexism and the oppression of marginalized groups—and a commitment to changing the social and political culture that condones, supports and permits it; then, applying that understanding and commitment in all planning, decision-making and actions.

Introduction to Sexual Violence

As advocates, counsellors, educators, health practitioners and activists, we are committed to providing a leadership role in the community by developing our practice around the following guiding principles:

- We believe that we can be free from sexualised violence and abuse by promoting equality and changing social norms. Therefore, we are committed to working with our colleagues, clients and community using a feminist lens to invoke healing and change.
- We believe that healing is a process. Therefore, we offer a variety of program options that reflect different needs and layers of recovery work to promote healing.
- We believe in using a flexible, collaborative approach that supports the inherent right to self-determination. As such, we support individuals by being non-judgmental, providing information about their options and affirming their decisions.
- We are committed to a practice approach that empowers those impacted by sexualised violence and holds perpetrators responsible for crimes committed.
- We are committed to improving access for individuals who have been affected by sexualised violence.
- We are committed to a leadership role advocating for justice.
- We are committed to working with community partners on a local, provincial and national level to improve social policy and create social change.
- We strive to foster an environment that supports team care and resiliency to vicarious traumatization and that provides professional growth and learning opportunities for CentreStage team members, students and volunteers.
- We strive to be flexible and accountable by developing policies, procedures and programs that are in keeping with our mission statement, principles and resources.
- We support leadership and employment opportunities for women, trans, Two-Spirit, and non-binary people.

We acknowledge that sexualized violence profoundly affects individuals, families and our community.

We ask every member of our community to support us in assisting those who have been sexually victimised to heal from the injuries of such crimes. We challenge all people to help raise awareness surrounding sexualised violence and to create a world promoting individual freedom, safety, and empowerment.



Protecting Our Most Vulnerable Child Safety Policy

CentreStage is committed to the safety and wellbeing of all children and young people. This will be an essential focus of our decision-making. CentreStage has zero tolerance for any form of child abuse.

CentreStage is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. Particular attention will be paid to the cultural safety of at risk and vulnerable young people including children from culturally and/or linguistically diverse backgrounds, Aboriginal children and children with disability.

Every person involved with CentreStage has a responsibility to understand the important and specific role he/she plays individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do and every decision they make.

In its planning, decision-making and operations CentreStage Pty Ltd will:

1. Take a preventative, proactive and participatory approach to child safety
2. Value and empower children to participate in decisions which affect their lives
3. Foster a culture of openness that supports all persons to safely disclose risks of harm to children
4. Respect diversity in cultures and child rearing practices while keeping child safety as the highest priority
5. Provide guidance on appropriate conduct and behaviour towards children
6. Engage only the most suitable people to work with children and have high quality staff, volunteers and provide appropriate professional learning for the adults working with children in our program.
7. Ensure children know who to talk with if they are worried or are feeling unsafe, and that they are comfortable and encouraged to raise such issues
8. Report suspected abuse, neglect or mistreatment promptly to the appropriate authorities



Aligning Our Culture

Our culture is a reflection of our expressed intent and proven action in all core elements of the Strategy; Culture and Engagement, Diversity and Inclusion, Talent, Learning and Development and Workforce Planning. Strategies built through core elements will be pivotal to the success of the Framework.

CentreStage's Core Values

Our culture enables us to build a strong relationship with families, carers and the community. They trust us and understand them. We work with families, carers and the community to continually improve the way we deliver services and impact outcomes.



Integrity

We treat every interaction as an opportunity to build trust and earn respect

We are authentic, fair and ethical in everything we do



Learning

We value every voice and encourage a pioneering spirit amongst our team

We live it, learn from our experience and then build a better approach

We are positive, adaptable and persistent in the face of challenges



Assurance

We are disciplined leaders and experts in our service

We set and share a clear direction and pursue it with focus, energy and drive

We inspire and motivate others to help achieve their goals

We take personal and collective responsibility for achieving outstanding results



Empowerment

We listen carefully to understand individual needs and expressed aspirations, and we are courageous in our response

We build confidence in others to take action, make decisions and fulfil their potential

We strive for simplicity, see all the possibilities and make things happen



Responsibility

We connect, collaborate and build long-term partnerships

We mentor, coach, encourage and support each other

We provide straight specific and informed advice and feedback

We are optimistic, active and always true to our purpose



Cultural Characteristics

	Aspiration	Behavioral Indicator
People First	<p>Our participants are at the heart of everything we do. We want to support our participants to be the best they can be and provide them with reasonable and necessary supports to help them develop their skills and support the arts community</p>	<ul style="list-style-type: none">-Participants are at the centre of our decisions-All interactions with participants, families and carers are respectful-The individual strengths, skills and experience of employees are recognised-Volunteer decisions are aligned with legislation, operational guidelines and best practice
Proud Champions of the ARTS Community	<p>We are proud and proven champions of the ARTS community. We collaborate with our Partners, providers, markets and the broader community to enable the success. We support the provision of exemplary service</p>	<ul style="list-style-type: none">-Relationships within the ARTS community are built through action-Partnerships are championed within the community through communication, promotion and co-design-We actively learn from the ARTS community, and embrace continuous improvement
Supportive and Inclusive	<p>The company is a safe place for all employees. We 'come as we are' and welcome diversity, which is key to our success. We build trust and respect by encouraging those around us to speak up and voice ideas, as well as concerns. All employees and partners feel valued and supported because our processes and procedures are inclusive and accessible for all.</p>	<ul style="list-style-type: none">-We focus on employees as a 'whole person', not just their role.-People are embraced for who they are-Leaders provide guidance and support-We are empowered to have a voice-Trust is built through honesty, helpfulness and good intent
Dedicated to Our People	<p>We encourage and develop our people across all levels. We help them to be their best and build a culture of continuous improvement. We seek mutual respect and put in our best efforts for an Agency that encourages and recognises passion and high-performance.</p>	<ul style="list-style-type: none">-Learning and development is a priority for everyone-Outstanding performance is encouraged and recognised-Underperformance or behaviour inconsistent with our values is called out-We are all accountable for our actions-We have regular feedback and performance conversations

CentreStage's Cultural Change Leaders

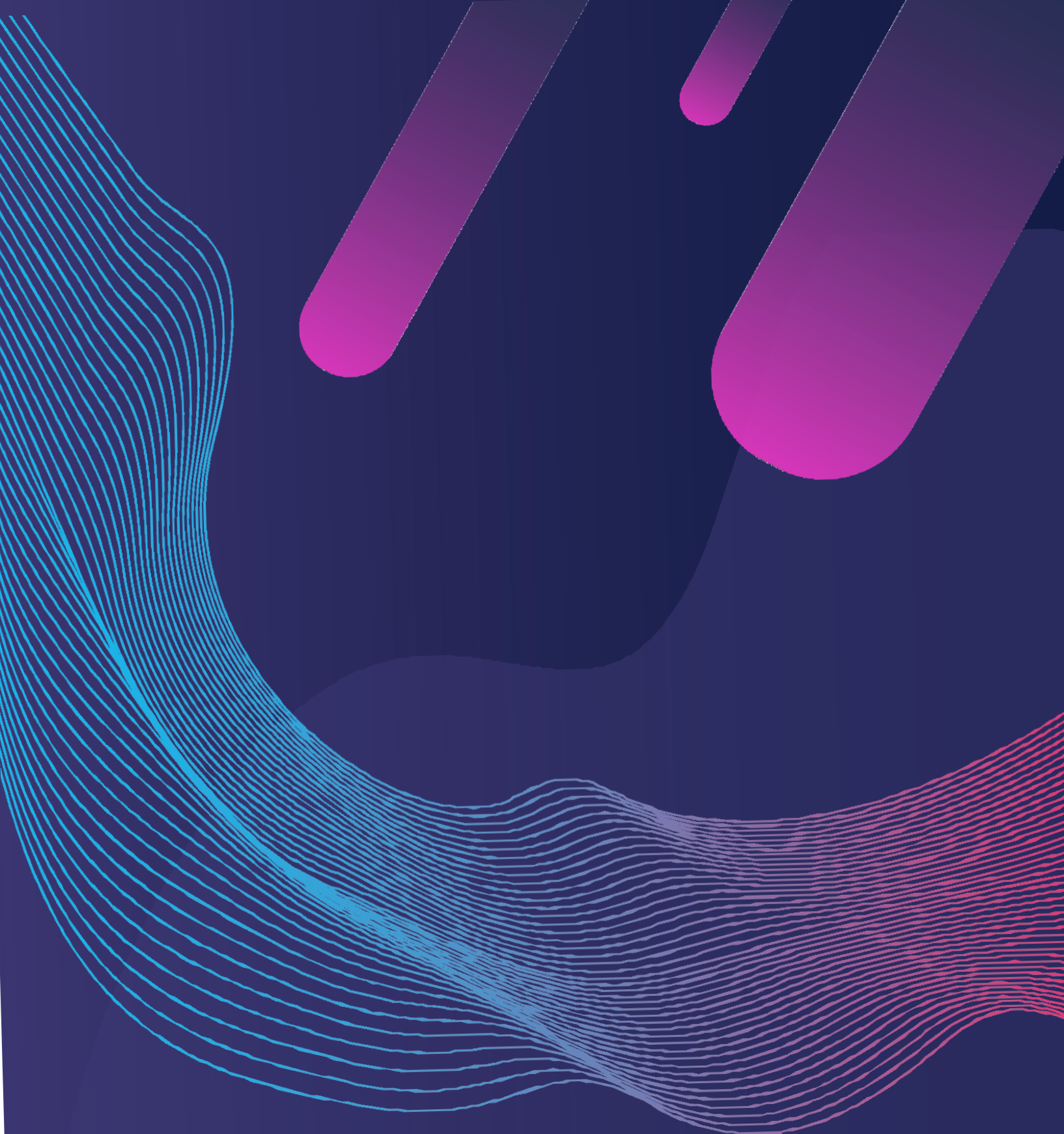
Executive Team

Our leaders are the cultivators of our culture and are role models for the culture we want to have. Leaders are approachable and accessible to all employees and build confidence in employees to take action, make decisions and fulfil their potential to achieve the goals.

Leaders share information with employees, even when they don't have all of the answers. All leaders encourage and recognise outstanding performance and conversely call out underperformance or behaviour inconsistent with our values.

Our Staff and Volunteers

Our culture shapes and is reinforced through the behaviours of our employees. We will all know the behaviours to expect of each other and what we need to demonstrate ourselves. Our performance will be boosted and our efforts aligned to build engagement and morale. We will feel confident and supported in our role, career paths and development. Each of us are positive, adaptable and persistent in the face of challenges.



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