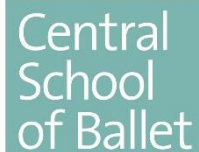


Policy for Performance Casting, Media and External Engagements

The logo for the Central School of Ballet, featuring the text "Central School of Ballet" in a white serif font on a teal square background.

Aim

This policy sets out the fair and inclusive principles that underpin the performance casting decisions, exposure to media opportunities and external engagements at Central School of Ballet. The policy aims to promote equity of opportunity and excellence in the selection of dancers for roles in performances, while providing educational opportunities for growth and development.

Ethos and responsibility for casting

The School provides world-class training and education for dancers who aspire to develop professional dance careers. A vital part of the dance offer at Central embedded in the curriculum that prepares students for a lifelong career in dance is that of live performance. These performances are an opportunity for students to connect with a live audience and to display the technical and artistic qualities which have been developed over the course of their training.

Whilst recognising the competitive nature of the dance industry and the importance of preparing students for this reality, as a school we feel strongly that all students across the school should have as much equity of opportunity as possible for both performance and representation in media for the school.

The overall responsibility for performance programming lies with the Artistic Director in consultation with the choreographers, tutors and other members of the dance faculty. The overall responsibility for media and outreach opportunities lies with the Executive Director who delegates responsibility to the Artistic Director and other staff members as appropriate.

It is the intention of Central that every student benefits from opportunities to participate in live dance performance throughout the academic year. Equity of opportunity will be a consideration when repertoire is chosen, along with suitability for the student's technical abilities. The process for casting students is based on transparency, fairness and equality. In the event that the choreographic structure of a work requires some students being more featured than others the selection process for casting roles will be based on the following guiding principles:

Guiding Principles:

1. Artistic excellence: Casting decisions will be informed by the dancer's ability to demonstrate technical assurance and control, authentic engagement with an audience, confident stage presence, musical sensitivity, spatial sensitivity, and choreographic intention.
2. Fairness and Equity: Casting decisions will be made based on merit, skill, and suitability for the role. Discrimination based on race, gender, sexual orientation, religion, disability, or any other characteristic is strictly prohibited.

3. Transparency: The casting process will be transparent to all participants. Clear criteria and procedures will be established and communicated to students, tutors, and staff involved in the casting process.
4. Diversity and Inclusion: Our courses value and celebrate diversity. Efforts will be made to ensure representation from various backgrounds and experiences in casting decisions.
5. Educational Opportunity: Casting decisions should provide educational value to students. Opportunities for growth and ongoing learning throughout the creation and rehearsal period should be considered when making selections.

Policy Statements:

1. Open Consideration for roles: Where possible all eligible students will have the opportunity to be considered for roles.
2. Casting Criteria for CSB staff:
 - Skill and Technique: Casting decisions will primarily be based on dancers' technical proficiency, training, and abilities relevant to the roles.
 - Artistic Interpretation: The ability to convey the intended character or emotion of a role will also be considered.
 - Rehearsal Commitment: Dancers' availability and commitment to rehearsal schedules will play a role in casting decisions.
 - Collaboration: Dancer's engagement, focus and contribution in an open/collective studio environment.
 - Growth and Learning: Opportunities for students to learn and develop through challenging roles or ensemble work will be considered.
3. Commissioned Choreographer/ Repetiteur: In most cases the choreographer or repetiteur will cast dancers in the work based on their specific criteria such as artistic priorities and technical requirements. Where appropriate, CSB staff will contribute to these decisions for the purposes of equity of opportunity and parity of assessment across the cohort.
4. Role Assignment:
 - Principal, Soloist and Featured Roles: These roles will be assigned based on exceptional skill and suitability for the specific character or choreography.
 - Ensemble Roles: Ensemble roles will be cast to create a balanced and cohesive group, considering factors such as height, partnering compatibility, and ensemble dynamics.
 - Alternative Cast and Swing Roles: These roles will be assigned by the choreographer, rehearsal director or staff member as appropriate. While alternative casts and swing roles may have the opportunity to perform this is not guaranteed.
5. Feedback and Review:

Students who put themselves forward but were not selected for specific roles will be offered constructive feedback upon request. Where needed, the Artistic Director will review the casting decisions to ensure alignment with the policy's guiding principles.

Media Opportunities and Students working with external organisations

The selection process for school-led media activities will be carefully considered with a focus on the fair distribution of opportunities across the student body and the specific remit of the School's media strategy in each instance, communicated to students. There may be occasions however, when external media companies have specific requirements for student representation which the school will be required to support.

Students are occasionally selected to perform alongside professional dance companies in various productions requiring additional corps de ballet dancers. This is a great opportunity for students to experience life in a professional setting. Student selection for roles can be complex and are often based on specific requirements. Selection is at the sole discretion of the Company representative in consultation with the Artistic Director.

Complaints Process:

Students who feel that a casting decision was unfair or biased may submit a formal complaint to the Higher Education team.

Non-Discrimination:

Discrimination or harassment of any kind during the audition or casting process will not be tolerated. Any reports of discrimination will be thoroughly investigated, and appropriate disciplinary action will be taken.

Communication:

This policy will be communicated to all students, faculty, and staff involved in dance productions. Information about the casting process, criteria, and timelines will be clearly provided to ensure understanding and transparency.

Evaluation and Revision:

This policy will be evaluated periodically to assess its effectiveness and relevance. Revisions may be made based on feedback from stakeholders, changes in best practices, or evolving needs within the educational dance program.

By adhering to this policy, we aim to create a positive and supportive environment where all students have the opportunity to showcase their talents, learn and grow as performers, and contribute to vibrant and diverse dance productions.