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WORKSHOP VOLUNTEERS INDUCTION PACKAGE

WHO'S WHO AT RESTLESS

Michelle Ryan, Artistic Director

Nick Hughes, Company Manager

Maggie Armstrong, Financial Administrator

Belinda Hellyer, Development Manager

Roz Hervey, Artistic Coordinator

India Lennerth, Education Coordinator

WHO RESTLESS IS

Michelle Ryan is the Artistic Director of Restless Dance Theatre. Michelle is one of Australia's leading dance artists. Restless Dance Theatre creates high quality, real, raw and uninhibited dance theatre. We are Australia's leading dance theatre company working with people with and without disability. With the participants input we create outstanding inclusive dance theatre informed by disability. The company presents unexpectedly real dance theatre works in many places to many people.

Restless has developed a way of working where the participants are given a series of creative challenges and asked to respond in movement. Movement sequences are then built up from the dancers responses. This makes distinctive and very striking dance through a process that nurtures the creative voices of the performers, artists and participants.

Restless was formed in 1991. Restless has presented 30 major award winning productions and conducted 21 major community workshop programs. The company has also produced award winning films.

Restless is governed by a Board of Management. The major role of the Board is to check that the company is running properly. They look at: core staffing, finances, policies and strategies. Restless makes sure that Board members have the right skills and can offer useful advice.

2016 marks the 25th Anniversary of Restless Dance Theatre.

VISION

Restless artists enliven and diversify Australian dance

PURPOSE

Restless Dance theatre collaboratively creates outstanding inclusive work informed by disability.

MISSION

Present unexpectedly real dance theatre works in multiple mediums to diverse audiences nationally and internationally.

The Culture of Restless

Restless Dance Theatre is an arts organisation. The Company creates art informed by disability. Restless is not a disability organisation that uses art.

Restless creates a professional environment where all involved understand and respect each other in order to create the best art possible.

The Company has developed a range of norms to help in this process.

Expectations of Volunteers

- Arrive 30 minutes prior to the workshop start time
- Know the organisation's policies for handling complaints or any issues of concern
- Do your duties as assigned and directed by the workshop staff
- Keep sensitive organisational and participants' information confidential
- Let us know as far in advance as possible if you are unable to come to a workshop
- Carry out duties on a non judgemental manner
- Report any injury to yourself or anyone else immediately
- Ask for support if you need it
- Agree to work in a safe manner and not jeopardise the health and safety of others
- While you are at Restless you will be seen by others as representing Restless – and you are representing Restless. But please let the Workshop Leader speak for Restless. For example, if a parent has a query please direct them to the Workshop Leader for an answer.

Expectations of the Dancers

An important part of the Restless group process is defining what might be called Restless rules or norms. The groups' rules or norms define what is acceptable and unacceptable to the group:

We respect each other

- We pay attention to each other
- We do not judge each other in order to feel safe, even if we don't like each other.
- We are patient

We trust each other

- So that we can take risks
- So that we can say how we feel
- So that nothing is taken personally

Once we're into the workshop we all focus on the dance work together

- We are all responsible for everyone in the group
- I'm still an individual but I'm here for the whole group
- Special friendships stay outside Restless
- Romantic relationships definitely stay outside Restless

There are some practical issues too:

- We arrive with enough time before the workshop starts to do what we personally like to do, such as chat, have a drink, change, in order to start it punctually. The warm up is most important
- We generally dance in bare feet; sometimes trainers/sneakers are OK but never sandals, thongs or shoes with heels
- We mention any specific needs or issues on the day to Michelle or the workshop leader well before the workshop starts
- We wear loose comfortable layers of clothes to move in; never jeans, skirts, dresses or tight clothes
- We bring our own water or juice; coke and other fizzy drinks are not acceptable
- We bring healthy food such as fruit, sandwiches to longer sessions; chips and chocolate are not acceptable
- All the spaces used by Restless are smoke free: not only the Gilles Street centre but also any other theatre or workshop spaces we might use

In an ideal world the rules help us to run everything smoothly and for everything to go well. Sometimes though, problems and complaints arise because that's life! In a way a strong group is bound to have a few disagreements because that's how you challenge your ideas. This is where the rules kick in but if you are really unhappy we also have a Grievance procedure - this tells you how to sort out a problem or make a complaint if you are unhappy.

Restless has policies that are important documents that are like rules for everyone at Restless to follow. These are the names of the policies that help guide Restless on behaviour:

- Behavioural Management Policy,
- Workplace Bullying Policy and
- Working with Vulnerable People with Disability over the age of 18 Policy.

These policies aim to make sure that staff, tutors, participants and parents all work together in a positive way.

These policies and the Grievance procedure are available on the Restless website www.restlessdance.org

The policies are found under: our work / resources / policies. They are password protected.

Please talk to Restless staff if you have any concerns. We are always open to finding positive solutions to issues. We will always do everything we can to sort out any problems you have.

Please take some time to read this Induction Document together.

By signing below, you certify that you have read this agreement, that you know and understand the meaning and intent of this agreement and that you are entering this agreement knowingly and voluntarily.

Volunteer

Signature

Print name

Date

Parent or Supporter

Signature

Print name

Date